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Annual Report of the Department of Labour (Covers fiscal year ending March 31). (English or French). Cat. No. L1-1966.

Report of the Industrial Inquiry Commission on Canadian National Railways "Run-Throughs." Report of Hon. Mr. Justice Samuel Freedman, Commissioner. (English or French). Price $1.50, Cat. No. L35-965/1.

Economics and Research Branch

Labour Organizations in Canada (annual). Contains a brief commentary, the latest statistical data on union membership, and a directory of labour organizations with names of their principal officers, publications, and the geographic distribution of their local branches in Canada. (English or French). Price 75 cents, Cat. No. L2-2/1967.

Industrial and Geographic Distribution of Union Membership in Canada, 1966. (English or French). Price 15 cents, Cat. No. L31-766.

Strikes and Lockouts in Canada (annual). Furnishes a record of strikes and lockouts occurring in Canada during a year. Tables and related texts show strikes and lockouts by years, by areas, by industries, including time lost, number of workers involved, duration, etc. Price 50 cents, Cat. No. L2-1/1966.

Wage Rates, Salaries and Hours of Labour, 1967. An annual report published in loose-leaf form and followed later by a paperback volume. Contains the results of an annual survey at October 1 of occupational wage rates and standard hours of work in most industries. Averages and predominant ranges of wage rates for selected occupations are tabulated separately on a regional basis for some 90 industries including logging, mining, manufacturing, construction, transportation, trade and service groups. Weekly salaries for office occupations and hourly wage rates for maintenance of service occupations and for labourer for several broad industry groups are shown, on a community basis, in 52 communities. Trends in wage rates are included in tables of index numbers by industry. First-year service including attractive binder with index tabs and paperback volume, $10.00; service without indexed binder, $7.50; individual tables, 15 cents. Paperback volume, $3.00. (Bilingual). Cat. No. L2-549.

Working Conditions in Canadian Industry, 1967. (Bilingual). Price $2.00, Cat. No. L2-15/1967.

Répertoire de termes et expressions utilisés en relations industrielles et dans des domaines connexes. A catalogue, in French, of terms currently in use in the labour relations field. Prepared by the Economics and Research Branch. Price $4.50, Cat. No. L31-967F.

The Behaviour of Canadian Wages and Salaries in the Postwar Period. 1967. A graphic presentation. Price $1.50, Cat. No. L41-567.

Technological changes in the railway industry: Employment effects and adjustment process: CPR Angus Workshops, Montreal. 1967. Second in a series of three reports on technological change in the railway industry in Canada and the ways in which workers have adapted to change. Price $2.50, Cat. No. L41-667.

Payment Systems and their Development in the Railway Running Trades. 1968. By Maxwell Flood. Price $1.25, Cat. No. L41-768.

(Continued on inside back cover)

CANADA DEPARTMENT OF LABOUR

LABOUR GAZETTE

VOLUME 69

1969

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labour gazette

Vol. 69, No. 1, January 1969

Official Journal
Canada
Department of Labour

International Year For Human Rights 1968

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Minister

J. Douglas Love
Deputy Minister

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Cover Photograph

Members of an agricultural co-operative in Chile learn about mechanized farming from an ILO instructor. Some 15 ILO experts are taking part in an operation, the object of which is to upgrade the skills of 50,000 workers a year.
See page 5.

ILO Photo

CONTENTS

2	New Year Messages
5	Department of Labour Today
6	Federations of Labour: Annual Conventions
12	Strikes in the U.S. Public Sector
13	Are There Alternatives?
14	Momentum for the Future
15	Knock on Any Door
16	Labour Relations Legislation in 1967-68 — Part II
19	Labour Standards Legislation in 1967-68
24	Wage Schedules
25	News Briefs 50th Anniversary of the ILO
28	50 Years Ago
29	Legislation Branch Legal Decisions Affecting Labour
32	Certification before the CLRB
33	Conciliation before the Minister of Labour
35	Labour-Management Consultation Branch
36	Women's Bureau
37	Older Workers
38	Manpower Utilization Branch
39	Railway Arbitration: Cases 117-119
40	Decisions of the Umpire Employment Review for October
41	Price Indexes
42	Unemployment Insurance Report — August
43	Library List No. 238
47	Statistics Section; Current Labour Statistics

Published Monthly in English and French

Indexed in the Canadian Periodical Index

CORRESPONDENCE—Address letters dealing with editorial matters to the Editor, those dealing with subscriptions to the Circulation Manager. SUBSCRIPTIONS—Canada: $3 per year, single copies 50 cents each; all other countries: $5 per year, single copies 50 cents each. Send remittance by cheque or post office money order, payable to the Receiver General of Canada, to The Queen's Printer, c/o Superintendent of Government Publications, Ottawa. All subscriptions payable in advance. SPECIAL GROUP SUBSCRIPTION OFFER—Five or more annual subscriptions, $1.50 per subscription (Canada only). Send remittance, payable to the Receiver General of Canada, to the Circulation Manager. BOUND VOLUMES—$5 per copy delivered in Canada, $7 per copy to other countries. CHANGE OF ADDRESS—Attach previous address label.

New Year

By Hon. Bryce Mackasey
Minister
Canada Department of Labour

NFB Photo

PEOPLE, THE PARAMOUNT CONSIDERATION

THERE is something about the Christmas season that motivates man to ask himself whether or not he is fulfilling his concept of charity, of tolerance and of understanding for his fellow man.

Unfortunately, as we all realize, very few of us extend this concern beyond the festive season. As Canadians we do not translate this concern into action. Too often, we refuse to participate in the dialogue that must precede meaningful action that can improve the lot of the less fortunate.

We can very well ask ourselves whether we practise discrimination in our daily lives either consciously or unconsciously. Do we refuse to hire someone because he or she is over the age of 40? Do we or do we not refuse to hire someone because he or she is of a different color, or religion or ethnic origin?

When we approach the bargaining table, are we reasonable in our demands? Are we too inflexible in our refusals? Do we appreciate the problems of those not present at the bargaining table—particularly the older people on fixed incomes?

Have we a right to reject the concept that the future of this country could very well depend on management, labour and government sitting down and planning our industrial growth—a growth that could bring untold wealth, prosperity and security to all in this country of almost unlimited possibilities?

This is what the Canada Department of Labour is all about. We exist not simply to settle strikes, but to prevent them. We exist to stamp out discrimination in employment practices. We exist to provide the medium of communication so badly lacking in industrial relations in Canada today.

We want to hasten technological change to improve productivity and thus ensure our competitive position in the world, but we want to make certain these necessary changes are introduced with a minimum of disruption and with a maximum of effect.

But always, people are the paramoun consideration. There is no aspect of m Department's work that is not concerne with people, with people as individua and with the organizations that represe them. And there is not a single one of ou activities that does not depend for i success on tolerance, understanding an good will between people.

I am optimistic for the future of th country. My Department wants to contr bute to that great future. As a relative new Minister, I am proud of the Depar ment of Labour, proud of its staff, an dedicated to the principles for which has stood in the past and to the even mo significant role it will play in the futur

We Canadians can build a just socie if we really want to, if we think and ac wherever we find ourselves, in a way tha reflects the warmth of Christmas and th hope of New Year's.

My sincere best wishes to you all fo 1969.

Messages

THE CHALLENGES TO BE FACED

By Donald MacDonald

President
Canadian Labour Congress

WE are now at the end of a year that has been significant in many ways, and which has presented us with many challenges that remain to be met in 1969. There has been proper concern with developments, both actual and possible, in many areas outside our own country. But, without neglecting our responsibilities abroad, we must recognize that there are great needs to be met within our own borders. If we fail in this respect, then we will have failed in our total responsibility, and we must be prepared to accept the consequences.

One of the outstanding developments of the year has been a public recognition of the fact that poverty is prevalent in Canada to an alarming extent. This is not by any means a new development; but the official recognition that it exists to such a degree has not previously been evident. There are other problems facing the Canadian people that have not yet been accorded such recognition.

One of these is unemployment. It seems to have been characteristic of governments in recent years to have become so absorbed with an almost fanatical fear of inflation that they almost disregard the plight of the unemployed. Meantime, the number of Canadians in this category has grown. It is now admitted by many competent authorities, if not by the Government, that we face a serious situation with regard to the number of people who are without work. The upturn in unemployment figures had been significantly above average. Mid-October figures showed that 288,000 men and women in Canada were without jobs. Seasonal patterns lead us to expect that this figure will increase considerably before there is any downturn.

The Government's comparative silence in regard to this situation is hard to understand. At the same time, those who are at work but who are in the lower income groups find themselves discriminated against. These are people who have the greatest need of expanded social services; and yet they are told that the federal Government proposes withdrawing from its oft-proclaimed medicare program.

Recently introduced tax increases place an unfair burden on low-income families. And, on the heels of this discriminatory action, came a hint from the highest authority that further steps may be planned to favour higher-income groups. The report of the Royal Commission on Taxation, on which the Government has still to act in any major degree, clearly pointed out the inequities that exist under our present tax system. The Commission was clear in its recommendation that the entire taxation system should be overhauled, in order to relate taxes more directly to the ability to pay. The adoption of such proposals as these would give some substance to the idea of a "Just Society." The labour movement in Canada, as in many other countries, has long struggled to create a just society and it has often been — and sometimes continues to be — a bitter struggle.

In Canada, union membership now stands at an all-time high; and, simultaneously, many other groups are strengthening their organizations and adopting trade union methods. Some economic progress has been made, though in past months this has frequently been misrepresented in an effort to suggest that union activity has been a disruptive force in the economy. Wage gains by Canadian workers has been grossly exaggerated.

There is also, all too frequently, an unrealistic view of the effect of strikes. During September, for example, unemployment caused more loss of working time in a day and a half than strikes did in the entire month. At the same time, strong forces have come into play in an attempt to interfere with the democratic right of workers to belong to organizations that can effectively engage in collective bargaining. Should these anti-labour forces succeed, democracy itself would be most seriously weakened.

In the year ahead, organized labour will have to strengthen and expand its efforts to protect the interests of and gain a better life for all Canadians.

1968: EXCITING AND EXACTING

Smith

THE Canadian Railway Labour Executives' Association once again welcomes this opportunity to extend fraternal greetings and sincere good wishes to all members and their families.

The year 1968 has been an exciting and somewhat exacting year, fraught with events of great significance for the welfare of our people. It could be said that this was the year CRLEA came of age with the establishment of a permanent head-

By Charles Smith
Chairman
Canadian Railway Labour Executives' Association

quarters office and staff in Ottawa and a full-time Executive Secretary. The steady development of CRLEA is indicative of the genuine desire of all affiliates to work together in promoting the best interests of those engaged in the transportation industry.

The effectiveness of joint co-operative effort has been proved by the success of the legislative committee of CRLEA in its many activities during the year, and the recognition afforded this important committee by the Government. Its perseverance in the clarification of jurisdiction regarding safety and sanitary conditions for all employees is now showing good results, and problems in this area should be resolved in the very near future.

The general election of 1968 resulted in a mandate to the Liberal Government to implement a "just society;" this will be watched with a great deal of interest by our membership. Our objectives are decent housing for our people, improved working conditions, adequate pay for labour, and security on retirement. Our utmost co-operation is being devoted to attainment of these goals.

In the international field, through the instrument of the International Transport Federation, we are working with all those who strive to promote democracy in fact as well as in word in the developing countries of the world. We view with great concern the imposition of a military dictatorship in Greece, a country known as the birthplace of democracy, where today free trade unions can no longer operate. The same condition exists in Argentina, where trade union leaders are imprisoned for daring to espouse the cause of freedom of speech. Surely we cannot afford complacency when we view these developments. The seething unrest in so many countries should strengthen our resolve to keep our unions in the forefront of progress so that agitators can find no feeding ground for their propaganda in our country.

Recognition by both management and labour of the problems resulting from technological change has been much in evidence during the past year, and some progress has been made in providing protection against adverse effects. Much remains to be done in this matter, and we await with interest the report of the Prime Minister's Task Force on Labour Relations, which will surely have something to recommend in this field.

May the year 1969 be one of continued progress in establishing happiness and, above all, security for all our people.

A SECOND FRONT IN '69

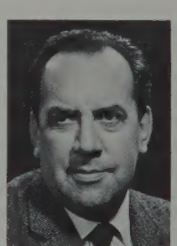


Photo by Jean-Louis Frunc

Pepin

TO each and every plant, factory or yard worker, to each and every office employee, to management personnel, to professionals, to salaried professional workers, to each and every public and private sector wage earner, may I, on behalf of the Confederation of National

By Marcel Pepin
President
Confederation of National Trade Unions

Trade Unions, extend our best wishes for the year 1969.

It goes without saying, however, that we extend our wishes more particularly to those whom the present regime subjects to unemployment and poverty, to all social welfare recipients, to all those deprived of advantages derived from trade unionism, to the hundreds of thousands of low-paid workers, to those whose job is not protected, and to those who, in some way or another, are being exploited by profiteers of all kinds because the present system multiplies the means at their disposal to do so.

Our wishes would be but mere words were they not accompanied with the will, on the part of the labour world, to mobilize in order to systematically contest the causes of social ills, and in order to exert a strong effort for direct action against those causes. The CNTU has just launched the idea of a "second front". It will take the form of common action against the countless methods by which people are openly exploited away from work places, where social injustice has free rein. Democracy must literally invade vast areas where labour is subjected to the machinations of those who, in the absence of democratic control, could dominate the economy, credit, the labour market, services, prices, capital, communications and occupations. The second-front program, from which political action is not excluded, will begin in 1969.

Among our resolutions for the New Year are those we make for intensifying joint action by the people, for the working class will never realize its ambitions for greater social justice and a happier life unless it is willing to make great and sustained efforts toward that end. Fully understanding this, we can then wish warmly to one another and to each other, in the fellowship of militant workers, and as custom will have it, a Happy New Year. Speaking on behalf of workers who exchange wishes among themselves, I therefore wish to all workers, on behalf of the CNTU and on my own behalf, a fruitful year of work and of democratic struggle, as well as the realization of their wish for a better fate, which we shall have built together with our own hands.

Douglas Love Named Deputy Minister

J. Douglas Love

J. Douglas Love, 42, was appointed Deputy Minister of Labour by the Prime Minister on November 28, 1968. Mr. Love succeeded Dr. George V. Haythorne at the beginning of January. Mr. Haythorne had been Deputy Minister since February, 1961.

Since the summer of 1965, Mr. Love had been Assistant Secretary (Personnel) of the Treasury Board. In this capacity, he was responsible for developing policy on personnel management and, in particular, policies concerning the role of the Government as employer at the bargaining table.

Mr. Love graduated from the University of Toronto in 1949 and joined the Canada Department of Labour. In the Department, he worked in the Office of the Deputy Minister, the Industrial Relations Branch, and the Economics and Research Branch. For a short time, he was on the staff of the LABOUR GAZETTE. In 1957, he moved to the (then) Civil Service Commission to help in the formation of the Pay Research Bureau, where he became assistant director. He was attached part-time to the staff of the Royal Commission on Government Organization in 1961.

Mr. Love was appointed Special Assistant to the Chairman of the Civil Service Commission in 1963, and from October 1964 to August 1965 he served as director of the Commission's Bureau of Classification Revision.

George V. Haythorne

Dr. Haythorne Appointed to Undertake Special Assignment for the Government

Dr. George V. Haythorne, Deputy Minister of Labour since February 1961, will soon be undertaking a special assignment, announced by Prime Minister Trudeau on November 28, 1968. In his new position, in which he will be associated temporarily with the Department of Consumer and Corporate Affairs, Mr. Haythorne will be preparing for the establishment of the Government's proposed prices and incomes review board.

Before joining the Department of Labour in 1942, Mr. Haythorne was secretary of the Nova Scotia Economic Council. Until 1948, he was associate director of National Selective Service, and for the next five years served as director of the department's Economics and Research Branch. He was Assistant Deputy Minister of Labour from 1953 until his appointment as Deputy Minister in 1961.

Mr. Haythorne was born in Edmonton in 1909. He attended the University of Alberta where he received his M.A. in economics in 1932. He then pursued postgraduate works in economics at Harvard University, after which he received a social science research fellowship at McGill University in 1933. He attended the School of International Studies at Geneva in 1935. Durina a leave of absence from the Department of Labour in 1948, he returned to Harvard University on a Guggenheim Fellowship and received his Ph.D in economics there in 1949.

Mr. Haythorne has been active in the affairs of the International Labour Organization throughout most of his career with the Department of Labour. He was chairman of an ILO productivity committee in 1952, and he has been the Canadian Government's representative on the Governing Body of the ILO since 1956. He served as the body's chairman in 1964-65, as well as heading the Canadian delegation to the ILO on a number of occasions since 1957.

Mr. Haythorne was president of the Canadian Agricultural Economics Society in 1954-55, and of the Canadian Association of Administrators of Labour Legislation in 1966-67. He is the author of *Land and Labour*, a social survey of agriculture and farm labour market in Central Canada, published by the Oxford University Press in 1941 and of *Labor in Canadian Agriculture*, published by the Harvard University Press in 1960.

Federations of Labour: Annual Conventions

Ontario

British Columbia

Alberta

Saskatchewan

Nova Scotia

Prince Edward Island

Newfoundland

Ontario

A province-wide general strike, militant demonstrations and civil disobedience were urged by delegates to the annual convention of the Ontario Federation of Labour to fight the recommendations by the Rand royal commission. The convention was held in London, Ont., from November 4 to 6, 1968.

Delegates confined themselves to adopting a resolution that calls for an active campaign against the Rand Report recommendations (L. G., Dec. 1968, p. 686). OFL President David Archer told delegates that the Federation couldn't call a general strike; it is a decision, he said, that only the affilated unions themselves could take. But Mr. Archer promised that he would call a meeting of the OFL's executive council, including heads of district labour councils and top union officers, to decide on action.

Earlier, Ontario Labour Minister Dalton Bales called the Rand Report, "a sincere effort of a public-spirited and distinguished citizen to put forward solutions that, in his opinion, are calculated to solve the problems that confront us." Although the Government will take into consideration the opinions of labour and management on the subject, he said, the Government will use the recommendations of Mr. Rand along with other studies as a combination of resources on which to base decisions. If union officials don't like the report, then they should "put forward their realistic measures which they believe would improve the situation."

Following up its opposition to the Rand Report, the OFL passed a resolution urging provincial and federal governments to legislate a charter of labour rights. These rights would include the freedom to:

- assemble, strike and picket;
- consult and negotiate with management collectively through the trade unions on all matters arising out of technological changes before the changes are introduced;
- strike during the term of a collective agreement;
- protect the safety and health of workers on the job; and
- leisure, higher education and proper training for new jobs while receiving an adequate income at all times.

In other resolutions passed, the OFL called for: a minimum wage of $2.25 an hour for all workers; implementation of the Hall-Dennis report on education in Ontario; free post-secondary school education, and government restrictions on construction of houses for upper-income groups until public housing needs are met. The Federation rejected a plea from the Hotel and Restaurant Employees' Union that employers be required to provide safe transportation home for female night-shift workers. William Kowalchuck, of Toronto, pleaded for special consideration for bunny girls. The resolution was voted down on the recommendation of the executive, as women are seeking equal rights, not special considerations.

Delegates became more animated over the issue of overtime and the right of workers to refuse to work beyond the hours set out in legislation. Some of them were concerned that some arbitrators allow collective agreements permitting unrestricted overtime to supersede the Hours of Work Act. The resolution asked for: establishment of a 40-hour workweek; a limit on overtime to 100 hours per year in excess of the 40 hours per week; that overtime be made voluntary and pay of time and a half for work after

Rebel Ontario Group Becomes CUPE Local

CUPE is trying to promote the organization of all Ontario public employees. During the OFL convention in London, Ont., CUPE announced that a group of 3,000 Ontario civil servants will become a local of CUPE.

The United Government Workers of Ontario will become local 3000 of CUPE. UGWO was formed earlier this year by employees at the Whitby mental hospital who rebelled against the 30,000-member Civil Service Association of Ontario. The union later expanded to include other government employees.

The new local plans an organizing campaign in Ontario to show the Government that there is a need to give government workers a freedom of choice in choosing their bargaining agent. The final object of this change is for eventual organizing of all provincial civil servants of Ontario.

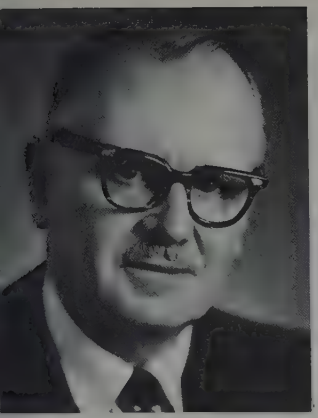


Photo by Milne Studios Ltd.

David B. Archer

Photo by Murray Mosher-Photo Features

William Dodge

Ontario Steelworkers Meet

The effects of strikes in our society is not one of the major problems facing us, says Larry Sefton, District 6 Director of the United Steelworkers of America. Speaking at the opening of the union's Ontario Regional Conference in London, Ont., Nov. 7, 1968, Mr. Sefton said that Canada loses far more through unemployment and lack of education.

"It is true that some free societies function with fewer strikes than does Canada. Sweden for example. But there are some vitally important differences. In Sweden, the right to bargain across large segments of the economy at one time is not only unopposed, it is the accepted, recognized way of bargaining," Mr. Sefton said.

Looking at Canada, Mr. Sefton observed that many Canadian companies will not bargain for more than one of their plants at one time, much less "consider bargaining across an industry or a group of industries." He said that compulsory means of contract settlement as in British Columbia and as proposed by Mr. Justice Rand "merely turn back the clock." Denial of freedom and repression will not bring about fewer strikes or help settle industrial disputes, he said.

Photo by Murray Mosher-Photo Features

Larry Sefton

Imaginative means to broaden and assist the process of collective bargaining and conciliation processes in the way, Mr. Sefton said. "A realistic basis cannot be found by forcing it into ever more legal restrictions, which can only invite frustration and unrest."

ight hours in the day and double time for holiday work and the sixth and seventh days of work in each workweek.

The OFL executive again failed to get support for a motion calling for conventions every two years, rather than annually, as at present. The change in the constitution needed a two-thirds majority for passage, but the vote on a show of hands was divided almost evenly. The delegates reacted angrily to a suggestion by OFL Secretary-Treasurer Douglas Hamilton that the convention was used by some as a yearly trip away from home. "I suppose if I worked in a coal mine or a steel mill of a factory, I would be glad to get out every year for a week-long convention," he said. The next day Mr. Hamilton was re-elected to his position, but was opposed by William Longridge of the United Steel Workers of America. The vote was 543 to 392 in favour of Mr. Hamilton.

OFL President David Archer was returned to office unopposed. It was his 11th consecutive election to the presidency.

In his speech to the convention, Mr. Archer commented that the OFL has always fought for better living standards for all Canadians as well as just OFL members. "Our problem has been that we have not yet been able to exercise enough influence on our Governments . . . to do those things which we have asked for."

Mr. Archer criticized both the Ontario and federal Governments for not giving top priority to people who need housing most — the income group below $6,000 a year. He accused the federal Government of taking funds originally earmarked for public housing and making it available "for the kind of housing that only those earning over $10,000 a year can really afford." He also accused local governments of not taking advantage of legislation allowing municipalities to apply for public housing, with the federal Government putting up "90 per cent of the funds and the province the rest."

Speaking about higher minimum wages, Mr. Archer said, "The record shows that past increases in minimum wages had no adverse effect on employment. Nor were they inflationary . . . The argument that the occasional firm may be driven out of business by a proper increase in the minimum wage may be true in some cases but we see no reason why workers should have to subsidize inefficient firms."

Mr. Archer again called for action on drug costs. He suggested that the Ontario Government should buy quality-controlled drugs in wholesale quantities anywhere in the world where they are available; sell drugs at cost price to pharmacists and open hospital dispensaries for the sale of prescribed drugs to the public at controlled prices.

On the Rand Report, Mr. Archer said, that it is "both unworkable and undesirable, and should be consigned to the scrap heap of history, assuming that it is important enough to be considered historical."

Representing the CLC, Secretary-Treasurer William Dodge said that there is a need to inform the public about the labour movement and the people in it. The trade union movement, he said, must stress its constructive qualities to overcome the public's impression of roughness, violence and irresponsibility in the labour movement.

Mr. Dodge said that the public owes a lot to the labour movement and its unrelenting campaigns that have resulted in a comprehensive, "though still woefully inadequate structure of social security." He said that unions have also played a

major role in bringing about a 30 per cent increase in the Canadian standard of living over the past ten years. Wage and price increases, he said, have not impaired Canada's export position or balance of payments.

In the election of officers, President David Archer and Secretary-Treasurer Douglas Hamilton were elected along with 12 Vice-Presidents. The Vice-Presidents are: George Barlow, Retail, Wholesale and Department Store Union; Bud Clark, Textile Workers' Union of America; Purdy Churchill, International Printing Pressmen and Assistants' Union; Jack Donnelly, Sheet Metal Workers' International Association; Mike Fenwick, United Steelworkers of America; Wally Higgins, CUPE; Jack Pesheau, United Brotherhood of Carpenters and Joiners of America; William Punnett, United Rubber, Cork, Linoleum and Plastic Workers of America; Miss Iona Samis, Canadian Food and Allied Workers; George Specht, International Union, United Automobile, Aerospace and Agricultural Implement Workers of America; Harold Thayer, International Association of Machinists and Aerospace Workers; E. A. Wadell, Oil, Chemical and Atomic Workers' International Union.

British Columbia

THE enactment on December 2 of Bill 33 was the salt rubbed into old labour wounds concerning compulsory arbitration reopened at the 13th annual convention of the B.C. Federation of Labour. Provincial Labour Minister Petersen was told "to peddle his wares elsewhere, when the product he is selling is compulsory arbitration."

The provisions of Bill 33, the Mediation Commission Act (L. G., July 1968, p. 392) were severely criticized by Federation President E. T. Staley in his opening address in Vancouver. "It appears obvious that the proposed legislation was prepared before Mr. Justice N. T. Nemetz had been afforded the opportunity to complete his research and make his recommendations to the Government ("Swedish Labour Laws and Practices," L. G., June 1968, p. 326) because the legislation introduced by Bill 33 disregarded the benefits recommended for civil servants and, insofar as the private sector of labour is concerned, introduced many restrictions not embodied in his report, particularly the most offensive section dealing with compulsory arbitration."

Penrod Baskin, former 4th Vice-President of the Federation, was censured for accepting a job on the mediation panel at a salary of $40,000 a year. During the past year, four members representing the Federation on the government-initiated B.C. Labour-Management Committee resigned in protest to Bill 33, pointing out that "co-operation and compulsion are incompatible." The 400 delegates applauded the President's resolve to give the Labour Minister the same co-operation he gave to labour when he had the legislation drafted and "bulldozed" through the Assembly — "none whatsoever."

The B.C. Federation has been firmly opposed to the Bill since it was first presented to the Assembly. An 11-point program to defeat it, passed on March 5, called for:

- 100 per cent support for civil servants in their struggle for full collective bargaining rights;
- mobilization of resources against compulsory arbitration after enactment; and
- donations made to the Defeat Bill 33 Fund.

The "good" feature of the Bill is abolition of the government supervised strike vote. And unions had been calling for years for a mediation commission but without compulsory features, one delegate pointed out.

The report of the legislation committee reiterated those features that labour strongly opposes:

- exclusion of additional categories from certification procedures;
- a burden-of-proof clause that leaves both labour and management in a quandary as to its meaning;
- right of the commission to rule that a decision will be considered as an agreement, even though the precise contract language is not prescribed;
- the accusation that a person is guilty of an offence if he purports to authorize an illegal strike or lockout;
- replacement of the present 48 hours strike notice with a provision for 72 hours strike notice;
- drastic power invested in the Commission, including power to seize documents without a warrant;
- conciliation-board-type proceedings before the three-man Mediation Commission; and
- excessive fines for unions who refuse to comply with sections of the legislation.

In addition to the executive proposals, the delegates voiced their own reasons for opposition. Representatives called fo a boycott against participation in pro ceedings under the Act. "What is re quired," said Charles Stewart, Amalga mated Transit Union, "is inspiration dedication and leadership. Only $19,00 has been raised in the Province for th Defeat Bill 33 Fund: this is not enough. A motion to refer the resolution back t committee to consider the possibility o establishing a general strike as a polic weapon, which most members appeare apprehensive to do, was defeated. Harve Murphy, United Steelworkers, Local 48(pointed out that his union had found way to beat the Bill without calling general strike. During a summer contrac dispute, when his union feared a goverm ment push to enact Bill 33 ahead o schedule, the USW and the Inter national Woodworkers of America ar ranged to get co-operation between them selves. This coalition would be "too toug for the Government to tackle," he said.

An emergency resolution calling fo refusal to comply with "Brother Baskin" request" of October 8 for copies o collective agreements was brought in. Th motion was passed as a show of oppos tion, despite the fact that the request ha subsequently been withdrawn.

Living up to their opening "Solidarit Forever" theme song, the delegates echoe the protest of the Ontario Federation o Labour to the Rand Report concernin Mr. Rand's "lack of insight": he recom mended that jobs of workers be guarante ed following strikes in return for th right of management to hire unemploye persons during the strike.

Bumper stickers advising, "boycot grapes," showed that the support of th Federation extended to the Californi United Farm Workers (L. G., Dec. 1968 p. 703). Tony Orendine stood in fo Cesar Chavez to bring the plight of th California grape pickers to the delegates Mexican expatriate workers were willin to accept lower wages in California, h explained, because conditions are wors where they come from. But many workers particularly wives and dependents of head of households, were forced to accept les than minimum wages, he said. The strik ing workers were called "outsiders" an "agitators" and subjected to harassmen in attempts to break the strike, althoug "we were forced into the boycott," h explained. Because his union member had no money to support union activitie themselves, they relied on outside dona tions of food, clothing and boycot funds. Through an unfortunate over sight, California grapes were offered t delegates in their hotel rooms an salads, causing a furor in the hotel con vention hall.

NDP Leader Tommy Douglas criti cized the "just society" of Prime Ministe

rudeau and the 2-per-cent social development taxes that are equal for rich nd poor alike. In a country where five illion people are living below the poverty ne, he failed to see in what way the ountry was faced with inflationary conomic pressures. The answer to these roblems, he told the Federation delegates, is to step up production, not to romote unemployment, as has been done federal Finance Minister Benson's 968 Budget.

During the 18-month life of the budget, ne unemployment level will be "deberately" increased to 6 per cent, supposedly to take up the slack in the conomy, Mr. Douglas charged, even hough Canada now has the highest level f unemployment in the western world. he answer is not to invoke indirect wage ontrol as the federal Government had one in last summer's postal strike, herein the Government attempted to old wage increases to 5½ to 6 per cent, oping that other employers follow its xample. There is no restraint on prices nd profits, which are now higher than ver, Mr. Douglas noted. What we need, e said, is "economic planning, vision nd courage."

In addressing the delegates, Canadian abour Congress President Donald MacDonald noted the "sad commentary" hat we can harness nuclear power, but can't produce jobs, or use the overbundance of goods and services." He reeated the recommendations of the CLC rief to Parliament last winter (L. G., April 1968, p. 210), that "action should e taken by the Government to introduce mild stimulus in the economy to overome unemployment." The danger, he tressed, is not inflation, but a slowing own of the economy.

Mr. MacDonald warned the delegates hat "there are pressures to weaken unions nd the collective bargaining process. These developments are taking place right cross Canada. They rob workers of more nd more freedom." He cited examples of statutes in B.C., Saskatchewan and Newfoundland, and the Rand Report in Ontario, that seek to establish a body of compulsory arbitration legislation. He commended the B.C. labour body for ts efforts to combat Bill 33.

The Officers' Report Committee drew attention to the $7,591.50 deficit in a otal expenditure of $146,500 during 1968. The committee called for a review of the subject of a per capita dues increase as soon as possible. Also discussed at the conference was the need to increase expenditure for public relations to inform he general public of the work of the union movement beyond wage increases and contract settlements.

The only upset in the election for the executive of the Federation occurred in the seat for Third Vice-President. Charles Steward, Amalgamated Transit Union, defeated incumbent Leonard Guy, International Typographers' Union, by a narrow margin. President E. T. (Al) Staley, United Brotherhood of Carpenters and Joiners was re-elected for his fourth term. Other officers of the Federation for the coming year are: First Vice-President, Jack Mackenzie, International Woodworkers of America; Second Vice-President, George Johnston, Canadian Food and Allied Workers (re-elected); Fourth Vice-President, Don Crabbe, Canadian Union of Public Employees (re-elected); Fifth Vice-President, F. S. (Don) Dunphy, United Steelworkers of America (new position this year); and Secretary-Treasurer, Ray C. Haynes, Retail, Wholesale, Department Stores Union (re-elected).

The number of Council members was increased to 13 from 10. Members re-elected are: William Apps, Canadian Brotherhood of Railway, Transport and General Workers; Ron F. Bone, Office and Technical Employees' Union; Bert H. Johns, Telephone Workers (Plant); Jim Kinnaird, International Brotherhood of Electrical Workers; Charles V. Oates, Beverage Dispensers' Union; William Symington, Canadian Food and Allied Workers' Union; and Jack H. Torrance, United Papermakers and Paper Workers. New members elected for the coming year are: Monty J. Alton, United Steelworkers of America; Bev Dunphy, Longshoremen; Mrs. Alma Faulds, B.C. Fruit and Vegetable Workers' Union; Donald W. O'Reilly, Ironworkers; Bob Schlosser, International Woodworkers of America; and John Squire, International Woodworkers of America.

Alberta

PRIVATE enterprise should be forced to justify price increases for products or services, says the Alberta Federation of Labour. In a resolution passed at the Federation's annual convention in Lethbridge, Alta., members urged the Canadian Labour Congress to press the Government for a federal prices review board. Delegates also passed a resolution favouring a 30-hour, five-day workweek for all Canadians without reduction in wages. The Federation claimed that automation and scientific advances have made this necessary and possible.

Along with these resolutions, the Federation asked that the minimum hourly wage be raised in the Province from the present $1.25 to $1.75. The resolution committee originally asked for a $2 minimum, but it was thought that $1.75 might be a more realistic figure to press for now. Delegates voted to condemn the provincial Government for its inaction on housing, and asked it to start building low-rental houses. Along with this, the Federation asked for a government inquiry into land costs, so that legislation controlling costs may be introduced throughout the province. The convention went on record as favouring Canadian control and ownership of all national utilities including hydro and gas resources, railways and telephones. Bill Paterson, Secretary of the Calgary Labour Council, told delegates that profits from gas companies should finance such things as education.

In other resolutions, The AFL asked for:

- a provincial government Crown corporation to take over the 30 nursing homes in the Province;
- an old age pension at 60;
- a cost-of-living escalation clause in all pension plans;
- elimination of industrial pollution in rivers and lakes;
- a minimum speed limit on all highways;
- a redistribution of Alberta Legislature seats;
- a hospital-controlled ambulance service;
- relaxation of Sunday drinking laws;
- establishment of more provincial parks;
- the elimination of property ownership as a requirement to stand for civic office;
- the end to police wiretapping; and
- more power for government inspectors to investigate employers' pay records.

At the convention, all officers were re-elected by acclamation. President for the third year is Roy Jamha, Edmonton. First Vice-President is Pat Lenihan, Calgary; Second Vice-President, Peter Uganecz, Edmonton; Third Vice-President, David Graham, Calgary; and Secretary-Treasurer, Richard Noble, Edmonton.

In his speech to the delegates, President Jamha accused Alberta's Social Credit Government of having a 10-year record of anti-labour legislation. "Our rights, the basic democratic rights of unions are being destroyed," he declared. Speaking about company-sponsored unions, Mr. Jamha said that Alberta is a haven for these "parasitic organizations." He estimated membership at 20,000 to 25,000 in these unions in the province.

Neil Reimer, Canadian Director of the

Oil, Chemical and Atomic Workers' International Union, and a CLC Vice-President, said that his union has had some success against these unions. He told Alberta Labour Minister Raymond Reierson that if he wanted labour's backing in his bid to become premier, he should make it clear that these "captive" unions no longer have a place in the provincial labour movement. Mr. Reierson pointed out that these associations have just as many rights under the Alberta Labour Act as AFL — and CLC-affiliated unions have. And, he said, it is a criminal offence in the Province for management to try to dominate employee associations. He denied that the process of collective bargaining is doomed. Industrial relations are at the start of a new transitional period. New scientific, political and economic changes taking place are bound to affect not only wages, working hours and other employment rights, but also procedures and motivating forces in collective bargaining, he said. "The next change will centre around the concern of providing new and stronger incentive for making our economy the most productive possible, and working out a fair and equitable sharing of the gains of this growth."

One of the main speakers at the convention was CLC President Donald MacDonald. Mr. MacDonald accused "the powers that be" of ignoring "the harsh facts of poverty in Canada, even though our economic growth and technological advances offer no excuse for its existence." He said that the federal Government is deflating the economy when it should be stimulating it, and that the unemployment rate couldn't help but get worse during the winter months.

Saskatchewan

THE need for the trade union movement to initiate an antipoverty drive was one of the chief proposals discussed at the annual convention of the Saskatchewan Federation of Labour. The three-day conference was held in Prince Albert from October 3 to 5 and was attended by 210 delegates.

W. G. Gilbey, of Regina, President of the 26,300-member Federation, announced in his keynote address that the annual convention would be asked to approve a recommendation calling for the setting-up of an antipoverty conference in Saskatchewan. It would take in a cross section of the whole Saskatchewan community and would seek a program to "arouse the people to action," Mr. Gilbey said.

Canada's poor receive little attention because they cannot speak for themselves, Joe Morris, Executive Vice-President of the Canadian Labour Congress told the delegates, echoing an observation of the recent Fifth Annual Review of the Economic Council of Canada (L. G., Dec. 1968, p. 682). He called for the labour movement to help these people living in poverty, and he said that if labour made the poor self-sufficient, this action would strengthen society.

The Saskatchewan Government came under attack on several issues. C. C. Cave, of Moose Jaw, SFL Vive-President, protested remarks made by Deputy Premier D. G. Steuart concerning a dispute between MacMillan Bloedell Ltd. and the International Woodworkers of America, which bargains for the employees of Simpson Timber Company at Hudson Bay, Sask. Mr. Cave said that Mr. Steuart's unwise entrance into the dispute, and his one-sided, unqualified support of the company's position was a distressing example of state interference in the bargaining process. (The previous week, the Deputy Premier had said that contract demands by the IWA on timber operations "pose a serious threat to the entire timber industry in the province's north.") Mr. Cave charged that it appeared that Labour Minister Lionel Coderre, the responsible minister, had again been brushed aside.

Convention delegates levelled the charge that "powerful forces," among them the Saskatchewan Government, are trying to scuttle the federal medical care insurance plan. They said that the provincial Government's recent implementation of utilization fees on the Saskatchewan medical care and hospitalization programs was a mistake, and would destroy "the universality and uniformity" of the federal medical care insurance, which is a prerequisite for participation in the medicare scheme.

The strike weapon is being used too often in labour-management disputes the provincial Minister of Labour told the unionists. Hon. Lionel Coderre warned that if compulsory arbitration is to be avoided, collective bargaining techniques must be improved. "Governments at all levels and of all political stripes are going to be forced to take a closer look at some form of compulsory arbitration if our labour-management difficulties continue at the present level," he said. Mr. Coderre stated that he does not subscribe to government intervention, but believes that government interference in disputes is necessary in emergency situations.

W. G. Gilbey, of Regina, was re-elect as President of the SFL to serve anot one-year term. Also re-elected we Treasurer Fred Pomeroy, of Regina, a Recording Secretary Lou Steil of No Battleford. The Vice-Presidents for t coming year are: Mike Germann, Sask toon (re-elected); Chisolm C. Ca Moose Jaw; and George Semeni Prince Albert. Executive members a Terry Lipinski, North Battleford; H. Apps, Prince Albert; Fred Lockir Moose Jaw; Mrs. Nadine Hunt, Regi and Walter Diachuk, Saskatoon.

Nova Scotia

THE Nova Scotia Federation of Labor at its annual convention in Halifax fr September 25 to 27, served notice that was prepared to fight to the end a effort to introduce restrictive legislati in the Province. John Lynk, Preside who was later re-elected, said that acce tance of the Rand ideas embodied in report on labour legislation in Onta (L. G., Dec. 1968, p. 686) would mean t end of effective collective bargaining.

Later in the convention, more than 2 delegates received the assurance of No Scotia Labour Minister T. J. McKeou that there were no plans of that natu "I want to say categorically that, as lo as I am Minister of Labour, there will no restrictive labour legislation put on t statute books, because it is not justifi if you take an analytical look at t records," said Mr. McKeough. "I b lieve in the free collective bargaining pr cess in Nova Scotia because it works, a nobody can tell me any different."

The Minister announced also th legislation to provide a form of collecti bargaining for policemen would be intr duced at the next session of the legis ture. The Executive Vice-President of t Canadian Labour Congress, Jose Morris, placed emphasis on the respon bility of organized labour to represent a speak for the poorer people. This way, said, essential to meet the challenge poverty.

The three-day convention, dealing wi nearly 200 resolutions, focused attenti on the critical housing needs of the Pr vince, and voiced concern that the me care program to be introduced in No Scotia on April 1 will be too restrictiv J. K. Bell was retained as Secretar Treasurer of the NSFL, and the followi

vere elected Vice-Presidents: Tom Momourquette, of Sydney, for Cape Breton; Donald Murphy, New Glasgow, Pictou County; Basil Brine, Maccan, Colchester-Cumberland; Harold Burden, Hantsport, Annapolis Valley; Gordon Smith, Halifax, Halifax-Dartmouth; and C. A. Webber, Brooklyn, South Shore.

Prince Edward Island

THE constitution of the Prince Edward Island Federation of Labour was amended at the Federation's annual convention in Charlottetown on September 14. Questions previously the responsibility of the Charlottetown and District Labour Council were transferred to the PEI Federation, with the constitutional amendments that included enlargement of the executive council. Economic resolutions ranged from the demand for an increase in the minimum wage to the request that residents be given preference in hiring by the provincial Government.

Henry Rhodes, Director of Federations and Labour Councils, Canadian Labour Congress, called attention to the threat of anti-union legislation. He specifically mentioned the possibility of the "imposition" of a wages review board by the Federal Government, and compulsory arbitration similar to that recently enacted in British Columbia.

Leo McKay, Executive Secretary of the Nova Scotia Federation of Labour, also addressed the delegates, as did Hon. Elmer Blanchard, PEI's Labour Minister. Everett MacLeod and E. C. Baker were re-elected President and Secretary-Treasurer of the Federation. The following were elected Vice-Presidents: P. E. Jessum, Prince County; Jim Coles, Queens County; George Proude, Queens County; and Dennis Thiboudeau, Kings County.

Newfoundland

DELEGATES to the Newfoundland Federation of Labour convention, at Grand Falls, heard government proposals for a wages and prices review board described as a propaganda measure to blame unions for high prices.

"We have no confidence that any government in office now in Canada believes it can keep both wages and prices under restraint through any such device," said William Dodge, Secretary-Treasurer of the Canadian Labour Congress. About 80 delegates attended the three-day convention, which opened on August 19.

Mr. Dodge said that spokesmen for both the federal government and several provincial governments had proposed wages and prices review boards. But the Government was not facing an economic crisis such as those that forced other countries to introduce formal incomes policies.

"Such disturbances as the economy has experienced — the increase in consumer prices, the housing shortage, manpower problems — are all problems for which the blame cannot be left at the door of organized labour. Let the profiteers take the blame for soaring prices of some consumer items, particularly food. Let the money lenders and governments, both federal and provincial, take the blame for the crisis in housing. Let the federal Government take the responsibility for slowness in developing an active manpower policy."

There was nothing to indicate that wage gains of 1967 and 1968 had resulted in any "catastrophic inflationary trend." Mr. Dodge said that, although the CLC is opposed to imposition of a wages and prices review board, it has expressed its willingness to discuss "the issue of incomes policy" with the Government.

"We shall raise many questions during that discussion. Do they mean the wages of employees in the woods, mines and factories of Canada, or are they willing to include the salaries, stock options, capital gains and expense accounts of business executives? Do they want to place such earnings and also the winnings of the stock market, commodity and land speculations under the same kinds of restraint? Are they going to keep consumer prices, rents and taxation on low-wage earners down at the same time?"

Delegates called for the repeal of compulsory legislation for hospital employees, and for the repeal of the revocation of the decertification of two locals of the International Woodworkers of America. Other resolutions called for government co-operation in the formation of a tripartite safety council and annual chest x-rays for miners.

David Janes, of Grand Falls, was re-elected NFL President. John Mackenzie, also of Grand Falls, was elected Secretary-Treasurer. The following were elected Vice-Presidents: eastern — Frank O'Reilly, St. John's; central — P. Clarke, Buchans; western — Linton Sheppard, Corner Brook; and northern — William Parsons, Labrador City.

CPA Contract Covers 10-year Phase-out of Navigators

An orderly phase-out of airline navigators employed by Canadian Pacific Airlines has been provided for in a new 10-year agreement between the airline and the Canadian Airline Navigators' Association (Western Local). Electronic navigating equipment will eventually replace the 47 navigators now employed by the airline.

The contract provides for severance pay and pay increases during the 10-year phase-out period. It is retroactive to October 1, 1967 and runs to September 30, 1977.

The agreement states that "A navigator will be considered technologically redundant and eligible for severance pay . . . at such time as the company declares a surplus of navigators to exist on the system as a result of the government agencies authorizing the company to operate a flight(s) without a navigator(s)." Present government regulations say that a navigator must be employed on any flight operating more than 500 miles from a continental land mass. Navigators are not required on overland flights.

Severance pay will be calculated on the basis of one month's salary equal to the minimum the navigator was receiving at the time of his severance for each year of service or major portion thereof as navigator with the company; or it could be based on the minimum monthly salary at the time of severance, times the number of months from the date of redundancy to his sixtieth birthay.

The navigators also won a 5½-per-cent wage increase effective October 1, 1967, a further 5 per cent for March 1, 1968, and an increase on April 1, 1969 and every April 1 for the duration of the contract, based on the per capita Gross National Product and the consumer price index. Present annual salaries of Canadian Pacific's navigators range from $10,000 to a maximum of about $15,000.

Educational Level Of U.S. Women Is Rising

Since the turn of the century, the educational level of American women has risen steadily, according to the U.S. Department of Labor's Women's Bureau. In 1900, only seven of 100 girls 17 years of age were secondary school graduates. The proportion had risen to 32 out of 100 in 1930 and 77 out of 100 in 1966. Similarly, less than one out of 100 women 21 years old in 1900 was a college graduate. The figure was four out of 100 in 1930 and 16 out of 100 in 1966.

Strikes in the U.S. Public Sector

Growing militancy among U.S. public employees is leading to increased demands for full bargaining rights, including a dropping of the no-strike ban from their union constitutions. But what steps should be taken to ensure that this leads to more and not less labour unrest in the American public sector?

TWO public employees' unions in the United States have dropped the no-strike clause in their constitutions, and a third union has directed its officers to look into the legal and legislative obstacles to the exercise of the right to strike by federal employees.

An executive order issued by President John F. Kennedy in 1962 reiterated the right to organize, recognized the mutual benefits of employee-management co-operation, and set up collective bargaining procedures for government employees. Federal employees, however, are required to state that they will not belong to an organization that resorts to strikes. More than a million employees of the U.S. public service are covered by union-management agreements involving 200 unions. The restrictions placed upon them concerning the recourse to strike action is now increasingly being questioned.

At its 29th biennial convention in Toronto, the International Association of Fire Fighters, whose members are virtually all employees of local governments, repealed a provision in the union's constitution that reads: "No member or subordinate union of this association shall strike." The action, by an overwhelming vote, followed extended debate at the convention, held in August 1968, and discussion in local unions. By removing the strike clause, the IAFF frees local unions from censure by the international body. (The Ontario Fire Departments Act is silent on strikes, but sets out the right of either party to seek binding arbitration.) A resolution to set up a strike fund with a per capita tax of 10 cents a month was moved.

The Fire Fighters rejected a recommendation made by a commission set up by the union two years ago, which proposed that there be no withholding of "fire protection services" when other methods were available for the resolution of disputes. The commission had suggested that, where adequate procedures for resolving disputes are available, local unions should refer disputed issues to the union's international office for such handling as might secure an acceptable settlement. Strong support for dropping the ban on strikes came from delegates from New York, Rhode Island and Michigan. During a dispute with the city government before agreement on its current contract, the New York fire fighters had talked of a "slow-down," but not a strike, to speed agreement on the contract. In a slow-down, the fire fighters would have responded to alarms, but between alarms they would have reduced routine work, inspections and other activities carried on when not fighting fires.

The other two American unions that tackled the no-strike issue are composed of federal employees. The United Federation of Postal Clerks, with 307,000 members covered by agreements, voted at their national convention to eliminate as "superfluous" in view of the federal law banning strikes by government employees, a no-strike clause from their original constitution, dating from 1906. But union officers said the action reflected annoyance over difficulties in bargaining procedures, and a resolution was put forward calling for legislation to provide binding arbitration or other suitable means of resolving disputes.

The National Association of Letter Carriers of the United States of America, with 192,000 members covered by agreements, instructed their national officers, at their convention, to "investigate fully the legal and legislative technicalities involved so that government employees may be accorded the right to strike by Congress." Other public service unions that have deleted the strike ban from their constitutions include the 44,000-member National Association of Government Employees, which is the first non-postal union to do so, and the National Postal Union, which in addition voted to petition Congress for the legal right to strike.

The largest union of federal employees, however, voted down by 648 to 313 motion to drop the no-strike pledge fro its laws. The union, the American Federa tion of Government Employees, also a affiliate of the AFL-CIO, has 326,00 members under agreements negotiate with government agencies. The Nationa Federation of Federal Employees, re presenting 32,000 public employees unde contract, also retains the strike ban. I all, 45 per cent of government employee — 54 per cent of blue-collar workers an 21 per cent of white-collar workers — ar covered by union agreements.

As several of the union leaders hav made clear, they were not opting for strike tactic, but they and the membe ship wished to assume a more militar posture than formerly. Although droppin the strike ban in their constitutions ma appear no more than a gesture for federa employees, the convention actions wer novel enough to prompt postal author ties to prepare measures against th possibility of strike tactics such as walk outs or partial slowdowns.

In the broad public service field several illegal strikes or slow-downs hav been staged in violation of the no-strik ban, especially at the municipal leve Some 1,300 garbage collectors in Mem phis, Tenn., struck for 65 days in Apr 1968 (L. G., July 1968, p. 402). New Yor school teachers walked out of their class rooms for a total of 11 weeks during th 1968 fall school term, and did not retur until mid-November. A rash of "sic leave" absences among New York police men occurred last fall in protest agains their pay scales, which they wished to b higher than those for firemen. The firemen in turn wanted to maintain parity pay wit the policemen.

Strikes and slow-downs at the muni cipal level are most successful, largel because the unions can stage a more con certed attack against their employers. I is with regard to the effectiveness of thes tactics, several U.S. labour observers ar fearful that the metropolitan areas wi not be able to survive the cataclysmi upheavals caused by such extensive labou unrest. But what tools of labour-manage ment relations can be developed to cop with and settle such conflicts within th public sector? One man's view, con cerning the United States Civil Servic Commission, appears on the opposit page.

Are There Alternatives?

By Thomas R. Donahue
U.S. Assistant Secretary of Labor

In this article, an American government official with trade union experience recommends turning to neutral third-party resolution of labour-management deadlocks.

THE continued expansion of unionism among public employees in the United States has drawn increasing attention to the distinctive characteristics of this field of unionism. Most notable of all, probably, is the denial of the right to strike. With the legal strike weapon beyond reach, what can be offered to resolve labour-management disputes that go beyond available procedures? The answer, I believe, is acceptance of the principle of impartial third-party resolution of the dispute.

The federal Government is committed to the concept of meaningful collective bargaining for its employees, and the wisdom of this commitment is being recognized and emulated by more and more state and local governments. We have learned that public employees will not sit idly by and accept the old system of paternalism. They rightfully demand a voice, through collective bargaining, in their working conditions. The time has long since passed for public officials to debate the issue of whether there should be collective bargaining in the public sector. Strike statistics bear out the mood of the employees. Strikes and threatened strikes have increased simultaneously with the growth of laws prohibiting strikes in the public service.

Whether public employees have, or should have, the right to strike — or whether they should not — is not the point. The point is, what are American labour and management in the public sector doing now to meet the legitimate needs and the rights of working men and women through meaningful collective bargaining relationships? Public management must turn its thoughts to how to widen, rather than limit, the scope of labour-management relations. If public managers consciously set out to develop consultation, and try to share personnel policy-making with their employees, a new form of industrial relations will emerge, a form or system based upon a broad co-operative bond, as opposed to an atmosphere of conflict. An indifferent public manager can be assured that his attitude will help produce the hard, militant attitude of unionism that was fostered by the anti-union employer in the private sector in the early days of the trade union movement.

I believe it is significant that many of the witnesses appearing before the President's Review Committee on Federal Employee-Management Relations supported the views of AFL-CIO President George Meany dealing with the need to:

- enlarge the scope of collective bargaining;
- provide for more effective machinery to break negotiation impasses;
- make more meaningful the Government's grievance procedures and arbitration; and
- establish an impartial government board to deal with unfair labour practices

charges and to supervise the administration of Executive Order 10988, [1962] which affirmed the right of government employees to organize, and set up collective bargaining procedures for them.

As I have said, where public employees are not to have the right to strike, there must be meaningful, impartial, third-party involvement to help resolve or to finally settle a dispute. I am not concerned here with whether the National Labour Relations Board or an independent board, group, committee or individual should serve as the impartial third party. But I believe that there must be third-party involvement. I believe that there must be finality — that procedure must be outside the agency involved, and that the power to produce finality must reside in the hands of an individual or group of individuals who have the respect of the parties.

In the private sector, finality is produced by the ability of the union or the employer to say flatly "no," and of the union to use all of its economic pressure through a strike to achieve the final result that both sides eventually agree to. In the public sector, some managers want to deny the right to strike and simultaneously impose a form of finality in which managers decide the issue and impose the solution.

If the right to strike is denied to public employees, then the public employer has a responsibility to replace it with a procedure that ensures fairness and finality, and that makes collective bargaining meaningful. When an impasse is reached and the parties can't agree, there must be recourse to an outsider — to a neutral third party — who will provide a decision that will bind the parties. Similarly, in grievance handling, unfair labour practice cases, and representation questions, there must be some neutral, some third party who will decide the issue when the parties can't. It is not fair to a union to expect it to accept the decision of the employer-agency head as final and binding. It is not fair to the agency head to ask him to play Solomon. He is an agency manager with a mission to perform, and he should not be put in the position of being asked to reconcile what may be the conflicting interests of his sub-managers and those of the union which represents his employees.

I stand for the type of system that will provide for an enlargement of the scope of bargaining, and for the full involvement of disinterested third parties, as individuals or as a board, group, or committee, to provide final resolution of employee grievances, representation questions, unfair labour practices, and negotiation impasses. I believe that such a system is the only system that can work. Nothing succeeds like success. As unions continue to enhance their reputations for responsible and successful employee representation, the demand for their services will grow.

As the Secretary of Labor, Willard W. Wirtz, has said, "It is clear . . . that 10 million government employees will not accept an employment relationship built on the proposition that their employers exercise 'sovereignty' that makes it an affront to the sovereign to file a grievance and equates disagreement — at least organized disagreement — with disloyalty." Public employees are a very high order of workers. They have high standards and a strong sense of dedication, yet they want to be free to exercise that dedication in their own way. They do not in this day expect to be exploited. Neither are they naive, easily led by their representatives, or misled by management. They will insist on a high order of union leadership and representation, and will expect a high order of co-operation and fairness from management.

Although there have difficulties attending the growth of labour relations at the state and local level, which difficulties have not to date been a part of the federal scene, I have great confidence that the concept of collective bargaining can be successful at all levels of government.

Momentum for the Future

Annual convention of the Canadian Chamber of Commerce featured panels on business and economic education, trade, effective utilization of manpower resources and "a sound and stable dollar."

Businessmen mustn't tamper with the rights of trade unions, the chairman of the Prime Minister's Task Force on Labour Relations told delegates during the Canadian Chamber of Commerce convention, held in Calgary from September 29 to October 2, 1968.

Dr. H. D. Woods, Dean of Arts and Sciences at McGill University, said, "Whatever you may feel about unions, collective bargaining and therefore unionism is a natural feature of the free enterprise system, and perhaps an essential feature." Dr. Woods warned that public policy makers would be foolish to replace the present system, and he added that the main danger now is that "an impatient public and harassed politicians will lose faith in private wisdom and replace it by public authority."

Chamber President W. M. Anderson, of Vancouver, expressed some support for one kind of public authority, the proposed prices and incomes board. Mr. Anderson said that no one wants such a board, "but if such a board would direct itself to the development of an appreciation of the inter-relationships between inflation and prices and wages, then the proposals of the Government would be sound." He supported the report by the Chamber's General Manager, C. H. Scoffield, which calls for a tightening in government spending. The Chamber also submitted a report to the Minister of Finance on taxes, customs and monetary and fiscal policies before the October budget.

Mr. Anderson urged businessmen to improve their understanding of unrest among Canadian youth. "Simple condemnation of the actions of our young people or those in any part of the world is not constructive." He joined others at the convention in urging the introduction of improved economics courses in high schools.

These courses might help counter student disenchantment with the capitalist economic system, said Montreal economist J. W. Popkin. Mr. Popkin, chairman of the Chamber's public affairs subcommittee, noted that students need to understand better how the economy works.

Roger Gaudry, Rector of the University of Montreal, suggested in a paper delivered for him by Otto Thur, Director of the university's Economics Department, that self-interest might be the key to businessmen's taking a more active role in upgrading economics education.

The internationalization of Canadian industry was the topic for R. J. Wonnacott, Professor of Economics, University of Western Ontario. He told delegates that it is becoming increasingly difficult to prosper in a market of 20 million when the world is made up of markets of 100 million or more. Prof. Wonnacott suggested that United States and Canadian tariffs have "backed Canadian producers into a low-volume domestic market." With the elimination of these tariffs, he said, successful competition with U.S. producers would be contingent on Canada's scaling up to longer production runs.

The success of this will depend on the imagination, initiative and flexibility of both labour and management, he said. Both would have to meet the standards of efficiency now prevailing in the U.S. Prof. Wonnacott stated that available evidence indicates that Canadian workers can be as productive as their U.S. counterparts when put on the same sort of job. He urged Canadians not to defer this change as other generations had done. The long-run benefits will be worth any restructuring that is needed and Canada would emerge with a wage rate closer to the U.S. level, and with industries tested in international competition, he said.

One way to keep Canadian industry competitive is to continually upgrade workers' skills. This was the theme of an address by J. P. Francis, Assistant Deputy Minister, Department of Manpower and Immigration. Mr. Francis said that one of industry's main problems is the education gap between young and older workers in the labour force—a gap that is widening. In February 1965, one-half of those in the labour force who were 45 years or older had no more than elementary school education. By contrast, only one fifth of the workers between the ages of 20 and 24 had as little as elementary school.

The one basic requirement of manpower training, Mr. Francis emphasized, is the need to help a large number of adult workers to catch up with modern job requirements. "Skills become obsolete. Old occupations change completely. New

Continued on page 31

Knock on Any Door

The Canada Fair Employment Practices Act is helping to prevent discrimination in employment — but all Canadians must help if we are to eliminate racial injustices in our society.

Discrimination against the Negro in Canada is like a hair across the cheek—you can feel it but you can't see it, the Rotary Club of Ottawa was told in September. The analogy was credited to Mrs. Catherine Searles, wife of a Toronto Negro dentist, in a speech by George F. McCurdy, Human Rights Administrator of the Fair Employment Practices Branch, Canada Department of Labour. Mr. McCurdy, who is also a Negro, urged frank and candid discussion of race prejudice.

"The hour is too late in the universal struggle for human dignity and human rights for any meaningless indulgence in pious platitudes," he said. "The time is most opportune for some straight talk and earnest search for remedies to racial injustices in our society." There are small and great indignities visited upon people of colour, Mr. McCurdy observed. Some people were successful in overcoming, by persistence, the big obstacles in the area of employment, housing accommodation and community life, but even they are hurt and humiliated daily by the little things done unconsciously, the subtle and intentional insults, the unconscious slights. "You must recognize the crushing effect of treatment as a non-person."

He quoted from the Helling Report, a study of the socio-economic position of Negroes, Chinese and Italians living in Windsor, Ont. Nine of the 15 major industries in Windsor have never employed a Negro in any capacity. Negroes are at the lowest end of the city's socio-economic structure, he said. Negroes are confined to ghettoes; they cannot live where they choose, even if they have the money for more decent accommodation. When a Negro moves into an all-white neighbourhood, some residents use petitions and other forms of pressure to frighten him away. It is more difficult for Negroes to obtain rental units than to buy a house. Negroes are barred from private golf clubs—and even from middle and upper-class recreational clubs.

Mr. McCurdy told the conference that fifty per cent of Canadians of African descent are found in the Province of Nova Scotia.

"The City of Halifax, I am pleased to note, has undertaken a many-faceted program that will serve as a beacon for future human rights efforts in Canada. This program is aimed at job opportunities, better housing and remotivation of people who have lived in hopelessness and despair for more than a century." He pointed out that the Canada Fair Employment Practices Act has served as an effective instrument in preventing discrimination in employment on the grounds of race, national origin, colour or religion, and in changing discriminatory practices and promoting greater understanding among Canadian people.

Eight of the 10 provinces have human rights legislation. Through the Ontario Human Rights Commission, 100 private employment agencies and consultants licensed under the Employment Agencies Act signed a voluntary "Declaration of Equal Employment Opportunity," pledging their co-operation in the advancement of equal opportunity.

"Labour and management in one of our major Canadian industries are considering a declaration of affirmative action and equal opportunity that would provide for recruitment of Negroes, Indians and Eskimos, and other socially disadvantaged people, for apprenticeship training and employment in industry," Mr. McCurdy said. "Imagine, if you will, the impact this can have on this country, when these people can walk through the doors of opportunity."

Some people were under the impression that the colour of the skin had something to do with brainpower, Mr. McCurdy continued. "People of colour have made significant contributions to our society, but they have not always made the history books." He cited the work of Dr. Howard Drew, who studied at McGill University and ultimately discovered the secret of preserving blood plasma; Garret A. Morgan, who invented the gas mask and electric stoplight; and Granville T. Woods, who invented the electric incubator and 14 devices for use by electric railways, the greatest of which was a telegraph system that enabled moving trains to communicate with each other.

Mr. McCurdy said that it was incontrovertibly true that things were better today than yesterday for Canadian minorities—but both the voices of reason and the voices of anger were making the same plea for understanding. "Skin colour can no longer be the measure of a man's humanity. 'We have earned our humanity and full rights as citizens. We want to exercise those rights now,' the voices say. That does not impress me as an unreasonable demand for any citizen of this country to make on our society."

He urged Rotary members to declare an open-door policy on a national and international level, and to engage in a program of active recruitment to prove the validity of the policy. Human rights is everybody's business, he said. No minority can improve its position alone. "We must open doors of opportunity to all people, admit all people to the human family. We must make a place for all men as equals, as an act of justice rather than as an act of expediency."

Labour Relations Legislation In 1967-68

Part II

Specific procedures dealing with collective bargaining for special groups in the civil service or other "essential" occupations are described here, in the second part of a report on recent labour relations legislation in Canada.

In a report* to the annual conference of the Canadian Association of Administrators of Labour Legislation, the Legislation Branch of the Canada Department of Labour prepared a background paper for a session dealing with "Recent Legislative and Administrative Developments." Described in the report are changes in the administration of government programs concerning collective bargaining within the provincial jurisdictions of Prince Edward Island, Saskatchewan and Newfoundland. In Ontario, an Act was passed establishing the Ontario Labour-Management Arbitration Commission.

PRINCE EDWARD ISLAND

The principal amendment made to the Prince Edward Island Industrial Relations Act is one authorizing the Labour Relations Board to deal with complaints of unfair practices. The procedure is similar to that followed in other provinces. The Board has final authority to decide whether an action violates the unfair labour practices provisions of the Act.

On the filing of a complaint by an employer, an employers' organization, a trade union, or any other person, the chief executive officer of the Board (whose appointment was provided for in another amendment to the Act) or an officer of the Department of Labour and Manpower Resources appointed by him is to inquire into the complaint and attempt to bring about a settlement. The results of the inquiry are to be reported to the Board.

If no settlement is reached, the Board may make an inquiry. If it finds that an infringement of the Act has occurred, it must issue a cease-and-desist order. The Board may direct the employer to reinstate an employee and to compensate him for lost earnings, and it may direct the offending party to rectify the matter in any manner that the Board considers just.

If the Board's order is not complied with within 14 days and the person or group affected notifies the Board in writing, the Board is directed to file its order in the Supreme Court, to be enforced as an order of the Court.

The dismissal of an employee as a means of interfering with trade union membership was added to the actions, such as intimidation and threat of dismissal, forbidden to an employer.

The employer was previously forbidden, except with the consent of the employees affected, to decrease wages while renewal negotiations were pending. He is also prohibited from raising wages during this period.

Special pre-strike procedures applicable to public utility disputes are repealed. The only difference remaining between a public utility dispute and one in another industry is that a strike in a public utility may not take place until 15 days after the Minister has notified the employer of the results of the Government-supervised strike vote. With other industries, the period is seven days.

SASKATCHEWAN

In Saskatchewan, a provision is added to the Trade Union Act stating that, once notice has been given to negotiate the revision of an agreement, the terms of the agreement are to remain in force until a new agreement is signed or the employees are in fact on strike, after having taken a strike vote as required by the Act.

A new section dealing with the rights of successor unions replaces an earlier section that provided that, unless the Board ordered otherwise, a union acquired successor rights in case of change of name, amalgamation, merger or affiliation of unions. The new section permits an application to be made to the Board for a declaration of successor status as under the British Columbia, Ontario and Alberta Acts.

Before issuing the declaration, the Boar may make an inquiry, call for evidence o hold a representation vote. Its decisio regarding the rights of the successor unio is conclusive.

NEWFOUNDLAND

The amendments made to the New foundland Labour Relations Act validat a collective agreement covering worke on the Churchill Falls project in Labrado and make provision for future contract of the same type.

The amending Act refers to a "specia project," which it defines as "an unde taking for the construction of works fo the development of a natural resource o for the establishment of a primary in dustry, which is planned to require construction period exceeding three yea and includes all related and ancillar work and services and catering."

Where a collective agreement for period exceeding three years has been o is about to be entered into, any of th parties involved may apply to the Labou Relations Board for a determination whether or not the undertaking is special project. Only the Board may d termine the issue.

The Churchill Falls project is declare to be a special project by the Act, and n application may be made to the Board i respect of it. The amendments recogniz a council of trade unions as a trade unio for purposes of certification, collecti bargaining and the signing of a collecti agreement in respect of such a project in other situations under the Act.

A "council of trade unions" is define as two or more local or provincial organ zations or associations of employees, local or provincial branches of nation or international organizations or associ tions of employees within the provin that have been certified as a bargainin agent for employees of an employer an employers' organization or that ha signed an agreement in writing or sign collective agreement with an employer employers' organization.

A number of provisions of the Act a amended with respect to special project Normally, where a collective agreeme is in force, an application for certificati may be made at any time after the expi of ten months of the term of the agre ment, but not before, except with t consent of the Board.

As regards any future agreement respect of a special project, the applicatio may be made only after the commenc ment of the thirteenth month and befo the commencement of the fifteenth mon of its term. With regard to any agreeme entered into before the coming into for of the amending Act, the application m be made only after the commenceme

*The first part of the report, published in our December 1968 issue, dealt with legislative developments in British Columbia, Nova Scotia and Alberta. The second part deals with legislative developments in four provinces, and includes a section concerning collective bargaining for special groups.

f the twenty-fifth month and before the ommencement of the twenty-seventh onth of its term. The application may so be made during the two-month period mediately before the end of each year f the term of any such agreement if it ontinues beyond the time limits menoned above, or after the commencement f the last two months of the term of any ch agreement. Except with the consent f the Board, an application may not be ade at any other time.

If a collective agreement binding on the mployees in a bargaining unit is in force hen a new union is certified, the new nion is substituted as a party to the greement in place of the previous barining agent. The newly certified union ay terminate the agreement upon two onths notice to the employer. In such rcumstances, if the collective agreement in respect of a special project, the greement must remain in force.

Where certification has been revoked r the bargaining rights of a bargaining gent have been terminated because it is o longer representative of the employees the unit, an existing collective agreeent ceases to be deemed a collective greement for the purposes of the Act. his provision does not apply in the case f a special project.

During collective bargaining, the trade nion bargaining committee must consist f trade union members who are actually mployed by the employer, or by one or ore members of an employers' organizaon or group that is a party to the egotiations. The other representatives re to be officers or representatives of the ade union.

An exception is made in the case of a ecial project. An existing or future greement in writing is to be a valid ollective agreement whether the composion of the bargaining committee was or as not in accordance with these rules, nd notwithstanding the fact that there ere no employees in the bargaining unit t the time of the negotiation of the greement.

ONTARIO

The Ontario Legislature passed an Act, ffective on proclamation, establishing the Ontario Labour-Management Arbitration Commission, a seven-member body equally representative of employers and emloyees whose function is to facilitate the onduct of grievance arbitrations throughut the province through a system of egistration and training of arbitrators.

The Commission may issue its approval o any person it deems a suitable arbitrator, and must keep a register of pproved arbitrators. The Act does not ndicate the standards that the Commision is to apply in issuing its approval. urther, the Commission may itself employ full-time arbitrators. In order to ensure adequate levels of remuneration for arbitrators who act part time, the Commission may schedule assignments and adopt such other methods and procedures as it deems proper.

The purpose of the Act is to make the services of a registered arbitrator available to the parties to a grievance dispute, subject to the payment of the required fees, as fixed by regulations. The Commission may collect fees for its services. Such fees are to be used to defray the Commission's expenses. Other functions of the Commission are to make administrative arrangements for the conduct of arbitrations, to sponsor training programs for arbitrators, to sponsor publication of information, and to sponsor research.

Collective Bargaining For Special Groups

Besides the changes in general labour relations legislation, there were a number of enactments dealing with collective bargaining by civil servants, policemen, teachers and nurses.

Civil Servants

Alberta re-enacted its legislation affecting the public service. The Public Service Act governs the public service and includes collective bargaining procedures for civil servants; the Crown Agencies Employee Relations Act sets out negotiation procedures for Crown agencies and their employees. The two replace the former Public Service Act, with no major changes in negotiation procedures. A third Act incorporates the Civil Service Association of Alberta, which is to be the sole bargaining agent for civil servants, and for employees of Crown agencies if the majority of them are members of the Association.

Both the Public Service Act and the Act dealing with Crown agencies authorize the Government, board or agency to make a final and binding decision on proposals on which agreement cannot be reached in collective bargaining negotiations.

The Public Service Act provides, as before, for a Joint Council to discuss matters that are declared not negotiable or that are not included in an agreement. It has the function also of attempting to resolve disagreements concerning the interpretation of an existing agreement.

British Columbia civil servants do not have collective bargaining rights. Under the Mediation Commission Act, there is provision for referring any matter affecting the general welfare and conditions of employment of civil servants or other government employees to the Mediation Commission, and the Lieutenant-Governor in Council may refer a civil service dispute to the Mediation Commission for binding arbitration.

The Act forbids persons employed by the Crown in right of the province to strike.

Previous to the enactment of the Mediation Commission Act, one group of civil servants, employees of the British Columbia Government ferry service, went on strike. As a result of this strike, the ferry system was transferred from the British Columbia Ferry Authority, which is a Crown corporation, to the Crown and was placed under the jurisdiction of the Department of Highways. An Act passed in 1959 to prohibit the picketing of government property is now proclaimed in force. The strike ended when, among other agreed terms of settlement, an agreement was reached setting up a committee that will make binding recommendations on working conditions and grievances. It may also make recommendations on wages "by comparison with the coastal passenger industry," but these will not be binding.

Amendments to the Ontario Financial Administration Act clarify the duties of the Treasury Board with regard to labour relations in the civil service. These changes have led to corresponding changes in the Public Service Act. The amending Act restates the duty of the Treasury Board to act as a committee of the Executive Council on matters concerning general administrative policy in the public service, such as finance and staff establishments, and adds "terms of employment of Crown employees" to the matters that the Board is to consider. The Treasury Board is now to recommend the Crown employees who will constitute the official side of the Joint Council appointed under the Public Service Act. These employees are to be responsible to the Treasury Board.

The Joint Council consists of a non-voting chairman, three Crown employees, and three members, or two members and one employee, of the Civil Service Association of Ontario. The staff side is appointed on the recommendation of the Civil Service Association of Ontario. The Treasury Board is authorized to make regulations prescribing salaries of Crown employees that have been determined through negotiations by the Joint Council. The authority of the Civil Service Commission to make recommendations about salaries of civil servants has been restricted to new classes of civil servants and to those classes whose salaries are not subject to negotiation by the Joint Council.

Ontario transferred the costs of the administration of justice from the muni-

cipalities to the province. In the process, municipal employees involved in the administration of justice became provincial civil servants.

Policemen

Amendments to the Ontario Police Act make some changes in collective bargaining and arbitration procedures for municipal policemen. The collective bargaining procedures of the Act are now applicable to all members of the police force, and any agreement or arbitration award is binding on all members of the force, with the exceptions of the chief and deputy chief, instead of on only full-time members as formerly.

Where a dispute arises as to whether a person is a member of a police force, the Ontario Police Commission has the authority to make a final decision. During bargaining, both sides may now be accompanied by two advisers—a legal counsel and one other adviser. Previously, the policemen could be accompanied by one adviser, but there was no provision for advisers on the employer side. If the police association is affiliated with a police organization, it has the right to have an additional adviser who is a member of the organization.

The Police Act provides for binding arbitration in contract negotiation disputes. If there is failure to appoint a single arbitrator or the third member of a board of arbitration (depending on the size of the police force), the Attorney-General appoints that arbitrator. The costs of arbitration are to be shared by the parties. The Act now provides that, if the Attorney-General has appointed the single or the third arbitrator, the costs of that arbitrator are to be borne by Ontario.

Binding arbitration by the Ontario Police Commission is established as a final resort in disputes arising out of a collective agreement or an arbitration award. Matters in dispute may be submitted to the Commission after grievance or arbitration procedures provided for in the agreement have been exhausted. A decision of the Commission may be enforced as an order of the Supreme Court by filing it with the Registrar of the Court.

Quebec passed legislation providing for collective bargaining for its provincial police. The Act respecting the Quebec Police Force syndical plan stems from a labour contract signed on February 15, 1968 by the Government and l'Association des policiers provinciaux du Québec. The contract contains collective bargaining, arbitration and grievance procedures that the Government agreed to embody in legislation.

The Act states that members of the provincial police may not strike. They may belong only to an association that consists of the members of the Quebec Police Force and that is not affiliated with any other organization. An association that fulfils these requirements may, however, be recognized by the Lieutenant-Governor in Council as the representative of the Police Force if it has an absolute majority of the Force as members.

Negotiations are to be carried out and grievances settled by a nine-member Joint Parity Committee consisting of a non-voting chairman, four employer representatives appointed by the Director-General of the Police Force and four employee representatives appointed by the recognized association.

The Committee is to: negotiate with a view to making or renewing a labour contract; negotiate the revision of some terms of the contract during the life of the contract; study representations made by the recognized association regarding the application of the contract, the code of discipline, transfers and promotions; and settle grievances. The recommendations of the Committee regarding any of these matters, except grievances, are to be submitted to the Lieutenant-Governor in Council when the Committee deems it expedient.

If 30 days before an agreement is due to expire, agreement has not been reached, the dispute must be submitted to arbitration by either a judge chosen by the parties or, failing agreement, a judge of the provincial court. A grievance dispute or any of the other matters with which the Committee must deal may, at the instance of either party, after 60 days of unsuccessful negotiation, be submitted to arbitration by a judge of the provincial court. The decision of the arbitrator is binding only in the case of a grievance dispute; in other cases, it is merely a recommendation to the Lieutenant-Governor in Council. As soon as the recommendations forwarded by the Joint Parity Committee or the decisions made by the arbitrator have been approved by the Lieutenant-Governor in Council, they have effect as if they were a labour contract signed by the parties.

Teachers

Saskatchewan replaced its Act governing teachers' salary negotiations. The major change introduced is area bargaining, instead of bargaining by individual school boards. Since the passing of the Act, the province has been divided into 13 bargaining areas. The Act also sets a timetable for salary negotiations, and changes the period for which an agreement is to be in force from a school year to a calendar year.

Within an area, salary negotiations are to be carried out by a school board area committee and a teacher area committee, which are to consist of representatives from individual school boards and the teachers employed by them. A committee may negotiate by itself, or it may appoint representatives who do not necessarily have to be members of the committee. Salary agreements are to have a duration of at least one year, beginning January 1 and are to remain in force until a new agreement is negotiated. Formerly, agreements were made for the academic year. Where a salary agreement is in force, notice to negotiate may be served on or before October 15 of the year in which an agreement is to expire, and negotiations are to begin within 30 days. By mutual consent, however, committees may negotiate at any time.

A new step was added to the negotiation procedure. If no agreement is reached by January 7, or by an earlier date that has been agreed to by both parties, the Minister of Education may appoint a conciliation officer to assist in negotiations. If no agreement has been reached by February 15, conciliation is to cease and the conciliation officer is to report to the Minister.

The final step in deadlocked negotiations is voluntary binding arbitration. At the request of both parties, the Minister must appoint a board of arbitration. If the request comes from one party, the board may be appointed only with the consent of the other party. If no board is appointed because of lack of consent, the Minister may publish in the negotiation area the claims of both committees, together with part or all of the conciliation officer's report.

Each school board and the teachers employed by it are required to set up a Board of Review, composed of representatives appointed by them, to consider disputes concerning the interpretation or application of salary agreements. It can only make recommendations for settlement. Such disputes may be taken before a judge in chambers for a binding decision. A six-member Teacher Classification Board is to be established. The Board is to make recommendations regarding the classification of teachers' qualifications for inclusion in regulations. It is to hear any case brought before it by a teacher regarding his inclusion in a class of teachers, and to make a binding decision.

Nurses

An amendment to the New Brunswick Registered Nurses Act permits the New Brunswick Association of Registered Nurses to act as a union representing members of the Association. It may now apply for certification and engage in collective bargaining. These provisions are to apply, notwithstanding the Labour Relations Act, which specifically excludes nurses.

Labour Standards Legislation In 1967-68

New Labour Standards Ordinances were enacted in the Yukon and the Northwest Territories. Another notable expansion in the field of labour standards legislation was the Ontario Employment Standards Act, an omnibus act that consolidates provisions on a wide range of subjects into a labour code. The code is administered by a Director of Employment Standards. It introduces a new wage collection procedure by the Ontario Department of Labour.

Several provinces increased the minimum wage and overtime rates or amended existing legislation on these subjects. Concerning hours of work, an order applying to Newfoundland shipping, and an order for the trucking industry throughout Canada were issued under the Canada Labour (Standards) Code to establish special hours of work standards over limited periods of time.

A requirement to pay an overtime rate for work on general holidays was introduced in Ontario, and the general holiday order in British Columbia was revised.

The Newfoundland Employment of Children Act, newly enacted, issues a general prohibition against employment of children under the age of 16. In some other provinces, similar legislation was revised, either by raising the minimum age for employment, or by changing the rules for school-leaving age.

Private employment agencies were legalized in Alberta, and put under a licensing system.

The Prince Edward Island Legislature adopted a Human Rights Code, and in the Province of Ontario the existing Age Discrimination Act, which deals in part with job advertising, was amended.

Territorial Ordinances

In the area of labour standards, an important development was the enactment of new Labour Standards Ordinances in the Northwest Territories and in the Yukon Territory, on November 25, 1967, and April 4, 1968. These two Ordinances were modelled on the Canada Labour (Standards) Code, with some changes in standards, particularly with respect to hours, in view of local conditions.

In the Northwest Territories, the new Ordinance filled a gap in regard to legal standards of hours of work, minimum wages, annual vacations and general holidays. The Yukon Territorial Council had already legislated in these four fields. Both Labour Standards Ordinances are very general in their application. The Northwest Territories Ordinance excludes only domestic servants in private homes, trappers and persons engaged in commercial fisheries and managerial personnel. Professional employees may be excluded by regulations. The Yukon Ordinance applies to all employees.

Members of the employer's family, individuals in search of minerals, travelling salesmen, domestic servants, farm labourers, and managerial employees are excluded from the hours-of-work section. Members and students of professions and other persons and classes of persons may be excluded from the vacations-with-pay section. The Northwest Territories Ordinance excludes hunting and fishing guides from the hours-of-work section.

In both Territories, standard hours-of-work are 8 in a day and 48 in a week, compared with 8 and 40 in the Canada Labour (Standards) Code. Except in special circumstances, maximum hours are 10 in a day and 60 in a week, compared with the federal 48. In the Northwest Territories, for workers employed in exploration and the development of metal mining and petroleum, the transport of goods to and from isolated areas, tourist camps and commercial fishing, standard and maximum hours are 208 and 260 in a month. In the Yukon, standard hours for employees in shops are 8 in a day and 44 in a week; maximum hours are 260 in a month. Overtime work underground in mines is prohibited, and time and a half the regular rate must be paid for all hours worked in excess of standard hours.

The Ordinances provide for a minimum wage of $1.25 an hour for workers 17 years of age and over, and two weeks vacation with pay after a year's service. Both provide the same eight general holidays with pay as provided for in the federal Code; Yukon adds a ninth — Discovery Day.

In the Northwest Territories, an employee is entitled to a holiday with pay only when a general holiday falls on a regular working day. If he is required to work on a holiday, he must be paid his regular working pay for the day and, in addition, wages at his regular rate for the hours worked, or he must be given a holiday with pay at some other time convenient to him and his employer. The Yukon Ordinance follows the Canada Labour (Standards) Code in requiring regular pay plus wages at the rate of time and one half for the hours worked. This does not apply to custodial work and essential services as may be prescribed by regulations. If the general holiday falls on a Sunday, the following Monday must be granted as a holiday with pay. If the holiday occurs during an employee's vacation, the vacation must be extended by one day, and the employee must be paid, in addition to the vacation pay, the wages for that holiday.

The Commissioners of the two Territories are responsible for the operation of the Ordinances and, for the purposes of administration, are each to appoint a Labour Standards Officer. Provision is made for inspection staffs. The Commissioner of the Northwest Territories may and the Commissioner of the Yukon Territory must establish an Advisory Board consisting of a Chairman, an employers' representative and an employees' representative, to advise and assist him in the administration of the Ordinance.

Ontario Employment Standards Act

One of the main enactments in the labour standards field is the Employment Standards Act, 1968, of Ontario. It is an omnibus Act that combines: existing standards of hours of work, vacations with pay and minimum wages; new standards of premium pay for overtime and for work done on seven holidays; the equal pay provisions now contained in the

Ontario Human Rights Code, with appropriate changes in view of the fact that they will now be enforced by departmental inspectors; previously established requirements regarding homework and pay statements; and a new wage collection procedure empowering the Department of Labour to collect unpaid wages up to a maximum of $1,000 a claim. Consolidation of all these provisions into a labour code will make them more accessible to and understood by both employers and employees.

A Director of Employment Standards is to be appointed to administer the Act, subject to the direction of the Minister. The Act comes into force on January 1. Previous to this enactment, Ontario had no statutory requirements regarding overtime pay. The Act requires payment of time and one half the regular rate for overtime beyond 48 hours in a week. As before, a permit must be obtained for the working of hours in excess of those authorized by the Act. A permit is to contain such terms and conditions as the Director prescribes.

Employers are also required to pay one and one half times the regular rate for work done on seven specified holidays. If New Year's Day, Dominion Day or Christmas Day falls on a Sunday, the following day is to be considered a holiday for purposes of overtime pay.

The equal pay provisions are expanded to prohibit discrimination against either sex in the payment of wage rates, and to define "the same work performed in the same establishment" by the addition of the words "the performance of which requires equal skill, effort and responsibility, and which is performed under similar working conditions."

Further, it is expressly stated that a difference in rates of pay based on a seniority system, a merit system, a system that measures earnings by quantity or quality of production, or, as before, any factor other than sex does not constitute discrimination. An employer is forbidden to reduce the rate of pay of an employee in order to comply with the equal-pay requirement. In addition, the Act forbids an organization of employers or employees to cause or attempt to cause an employer to pay rates of wages that are in contravention of the equal pay provisions of the Act.

Enforcement of the equal pay requirement will no longer be by complaint, as is now the case under the Ontario Human Rights Code. Where, in the opinion of the Director, an employer has not paid an employee equal pay for equal work, he may determine the amount of money owing, and such amount is to be deemed to be unpaid wages. Where the Director is unable to make a determination, he may recommend to the Minister the appointment of a board of inquiry, similar to the board now provided for in the Ontario Human Rights Code. After hearing the parties, a board would be required to recommend to the Director the course of action that ought to be taken.

The Director may require an employer to pay to him in trust unpaid wages, overtime pay or vacation pay, as determined by him to be owing to an employee, up to a maximum of $1,000. The employer is given the right to appeal to the Minister within 21 days for a review of the matter and a hearing on the Director's decision. The new legislation provides regulation-making authority on a wide range of matters, and sets out the necessary provisions for its administration and enforcement. The penalties that may be imposed are higher than under any previous Act.

Minimum Wages

Since the last conference, three provinces have increased their minimum wage rates, and Prince Edward Island, which had a province-wide rate applicable to men only, introduced a general minimum wage order for women. British Columbia increased rates for some categories of skilled workers.

Saskatchewan rates have been increased effective October 1, and the province has changed from weekly to hourly rates for most employees. Quebec rates were increased effective November 1, bringing the general minimum rate from $1.05 to $1.25 an hour in the Montreal region, and from $1 to $1.15 in the rest of the province.

Manitoba increased its minimum wage in four stages. The minimum reached $1.25 an hour on December 1.

Nova Scotia eliminated separate minimum rates for experienced and inexperienced workers and made a change in its zoning system, reducing the zones from three to two.

Following receipt of the report and recommendations of the Royal Commission on Minimum Wages, the Newfoundland Government increased minimum rates substantially, effective May 1. These were the first increases to be made in five years.

Prince Edward Island's new minimum wage order for women workers sets a minimum rate that takes effect in three steps over a period of one year.

With the latest increases, the minimum rate for the great majority of workers in Canada is now $1 an hour or more. Some exceptions remain, however. The rates for all women workers in Newfoundland, Prince Edward Island and Nova Scotia, and outside the cities in Saskatchewan, are still under $1.

A minimum wage of $1.25 under the Canada Labour (Standards) Code is already in effect in the Yukon and Northwest Territories, Alberta and British Columbia, and it will be in effect in Manitoba and the Montreal zone in Quebec by the end of the year. In addition, rates that are higher than the general minimum are in effect in most provinces for certain skilled trades, such as logging and construction. In British Columbia, special minimum rates for skilled workers range from $1.50 to $2.50 an hour.

Changes were made during the year in minimum wage laws and regulations by amendments to the Acts and by orders.

Amendments to Acts

Ontario incorporated the authority to set minimum wage standards established by the Minimum Wage Act in its new general Employment Standards Act.

Newfoundland amended the Minimum Wage Act to deal with the problem a magistrate may have if an employer has failed to keep proper records in computing the wages owing to an employee for the purpose of making an order for payment. If the magistrate does have difficulty in determining the amount of wages owing to an employee in accordance with the minimum rate, he may base his computation on consideration of a determination made by an officer of the Department of Labour under the procedure for the collection of wages laid down in the Act and on the claim of the employee. If there is no such determination, he may base the decision on whatever evidence is available to him.

Prince Edward Island excludes farm labourers and domestic servants from the provisions of the Women's Minimum Wage Act. The Act now states that the domestic servants excluded are those employed in private residences.

Orders

A four-stage increase in the minimum wage was provided for in Manitoba. For workers 18 years and older, the minimum was raised from $1 to $1.10 an hour on December 1, 1967, to $1.15 on April 1, to $1.20 on August 1, and to $1.25 on December 1. The minimum for workers under 18 is $1 an hour.

The regulations provided further that all workers employed on an incentive or piecework basis must receive at least the minimum wage. Inexperienced workers not covered by a learner's permit must be paid 15 cents less than the minimum, but not less than $1 an hour, for the first three months of employment. They are to receive 5 cents less than the minimum for their second three months of work, after which the full minimum must be paid.

In the revision of its general order, effective April 1, the Nova Scotia Minimum Wage Board dropped its provision for inexperienced workers' rates, whereby

employers were permitted to employ workers during their first 350 hours of employment at rates 15 cents below the minimum hourly rate for the zone concerned. Adult rates now apply to employees of 18 years of age and older, instead of 17 years and older. Rates for young workers, now referred to as "underage workers," apply to workers between the ages of 14 and 18.

The zone system was also changed by combining the former zones IA and IB, comprising the cities and larger towns of the province, to form a new Zone I. Zone I now consists of Halifax-Dartmouth, Sydney and New Glasgow, and surrounding areas within a 10-mile radius, and of Truro, Amherst and Yarmouth and surrounding areas within a five-mile radius. Zone II, as before, consists of the rest of the province.

The minimum wage for male workers 18 years of age and older was raised to $1.15 an hour in Zone I and to $1.05 an hour in Zone II; and the minimum rate for women 18 years of age and up was raised to 90 cents an hour in Zone I and to 80 cents an hour in Zone II. This meant an increase of 5 cents an hour for workers in the former Zone IA and 10 cents an hour for workers in the former Zone IB and Zone II. Minimum rates for underage workers are 95 cents an hour for boys and 70 cents an hour for girls in Zone I, and 80 cents for boys and 55 cents for girls in Zone II. In the order governing beauty parlors, the zones were consolidated as in the general order. Minimum wage rates for experienced workers were raised to 95 cents an hour in Zone I and to 80 cents an hour in Zone II. Inexperienced workers still have no set rate for the first three months of employment, but are now to receive 45 cents an hour for the second three months in both zones, and, for the third three months, 70 cents an hour in Zone I and 60 cents an hour in Zone II.

An amendment to the order governing road building and heavy construction raised the minimum wage by 10 cents to $1.25 an hour.

Newfoundland increased its minimum wages, effective from May 1, to $1.10 an hour for men and 85 cents an hour for women. These rates apply to workers over 19. Male employees between the ages of 16 and 19 are to receive 70 cents an hour, and female employees in the same age group must be paid 50 cents an hour. The previous minimum rates were 70 cents an hour for men and 50 cents an hour for women, and these rates applied to all workers over 17. Employees engaged in farming and market gardening and domestic servants are excluded from the coverage of the order, as they were from the previous order in 1963.

An overtime rate of at least one and one half times the minimum rate must be paid for all hours worked in excess of 48 in a week. Employees engaged in fish processing have been excluded from this requirement. The overtime provisions apply to all other employees except shop assistants, who are covered by the Hours of Work Act, 1963. The latter must be paid time and one half their regular rate after 8 hours in a day or 40 hours in a week.

Saskatchewan replaced and consolidated its minimum wage orders, effective October 1, 1968. As recommended by the Minimum Wage Board, the rate for most employment is now set on an hourly basis. Previously, a weekly rate was set for full-time workers. Minimum wage rates are increased for most employment.

The two general orders, one for the cities and one for the rest of the province, cover all employees except domestic servants, agricultural employees, firemen in cities of over 10,000, nurses and students in hospitals, employees of rural municipalities employed solely in road maintenance, and employees subject to special orders. Managerial employees are no longer excluded. Special orders cover construction, well drilling and truck drivers, logging and lumbering, and janitors and caretakers in residential blocks. The general orders establish a minimum wage of $1.05 an hour in the cities, and 95 cents an hour in the rest of the province for employees 17 years of age and over; employees under 17 are to receive 95 cents an hour in the cities and 90 cents an hour elsewhere in the province. Special rates for part-time workers, delivery boys and messengers, and drivers of trucks weighing less than 7,500 pounds have been eliminated.

The order governing construction, well drilling and truck drivers sets a minimum wage of $1.25 an hour. The former rates were $1.20, $1.15, and $1.20 or 3½ cents per mile, if greater. The minimum wage established by this order applies only to drivers of trucks that have a gross weight of more than 7,500 pounds, and helpers and swampers are no longer included.

The logging and lumbering order also establishes a minimum of $1.25 an hour, with $185 a month for cooks, cookees, bull cooks and watchmen. The former rates were $1.05 an hour and $165 a month. The amount that may be charged for board and lodging has been increased from $2 to $2.50 a day. The requirement that employees had to be paid at regular rates while waiting on the job or while travelling from the employer's premises to the place of work has been deleted. The order governing janitors has been reissued without change, as has the one governing statements of earnings. The public holidays provisions, previously incorporated in each order, have now been issued as a separate order. In addition, a separate order containing special provisions previously incorporated in the orders governing hotels and restaurants, educational institutions, hospitals and nursing homes has been issued. It contains the same rules as before regarding such matters as working shifts, uniforms, meal periods and board and lodging.

Prince Edward Island has established a minimum wage applicable to all women workers in the province, except farm labourers and domestic servants in private homes, who are excluded from the Women's Minimum Wage Act. The only women previously covered were waitresses and cashiers in restaurants in Summerside and Charlottetown, and laundry workers. As of July 1, 1968, the minimum wage for women is 80 cents an hour, increasing to 85 cents on January 1, 1969 and to 95 cents on July 1, 1969. The minimum wage for men is $1.10 an hour.

Rates of 5 cents below the general minimum may be paid to inexperienced workers for a probationary period of 30 days and to students who work a minimum of 28 hours a week, or full time from May 15 to September 15, or during Christmas and Easter vacations. Handicapped employees must be paid the minimum rate unless a permit has been issued by the Labour Relations Board authorizing a lesser wage. A written application must be made by the employer in each specific case.

An overtime rate of not less than one and one half times the minimum rate must be paid for all hours worked in excess of 48 in a week or the normal hours worked, if less. Employees hired on a seasonal basis during the harvesting and processing season may work a maximum of 54 hours a week. Work in excess of 54 hours is to be paid for at a rate of one and one half times the minimum rate. In all such cases, before the work starts, the employer must submit a statement describing the work and stating the time period during which the work is to be undertaken. The order does not apply to persons whose wages are fixed under the Industrial Relations Act.

Employers must not deduct more than $10 a week for board and lodging, $7 for board only, $3 for lodging only, or 40 cents for a single meal. No charge may be made for a meal not received.

British Columbia raised the minimum rates in a number of its orders covering classes of workers having special skills. As a result of the increases, which ranged from 35 to 50 cents an hour, the new hourly rates are as follows:

- construction industry, tradesmen $2.50, others $1.65;
- machinists, moulders, refrigeration

and sheet metal trades, $2.50;

- automotive repair and gasoline service station industry, tradesmen $2.50, others $1.25;
- electronic technicians, $2;
- boat and shipbuilding industry, tradesmen $2.25, others $1.65; and
- hairdressers, $1.60.

A number of additional categories of workers were exempted from the provisions of the Minimum Wage Acts: persons in a position of supervision or management, or employed in a confidential capacity; part-time instructors employed by boards of school trustees and educational institutions; and teachers as defined in The Public Schools Act.

In Alberta, the special minimum wage order providing for the payment of a learner's rate to women with less than eight weeks experience in the garment industry, on a permit system, was reintroduced, effective from November 1, 1967. The order was first introduced in 1962 and cancelled, effective from April 1, 1966. As a result, the inexperienced worker may be paid $1 an hour for the first four weeks of employment, and $1.15 an hour for the second four weeks. Not more than 25 per cent of the employees in an operation may be learners, except where there are fewer than four workers, in which case one may be inexperienced.

Hours of Work

Under the Canada Labour (Standards) Code, two Commissions of Inquiry were appointed pursuant to Sec. 35 to inquire into the application of the hours of work provisions of the Code. One of these was set up to review conditions that have prevailed for many years in the shipping industry in Newfoundland; the other was named to review conditions in the trucking industry thoughout Canada. In both cases, Orders in Council were passed to establish special hours of work standards over limited periods of time.

The Newfoundland Shipping Order provides for a graduated reduction of hours of work limits to reach Code standards by December 31, 1973. The Order applicable to the trucking industry will be in effect for a three-year period beginning July 1, 1968, and it establishes hours standards that recognize the special conditions existing in this industry.

Under the Order, from July 1, 1968 to June 30, 1969, maintenance workers, city drivers, despatchers and warehousemen will have a maximum work week of 56 hours, with standard hours of 9 in a day and 48 in a week, and not less than time and a half to be paid for all hours worked beyond the standard hours. From June 30, 1969 to June 30, 1971 the maximum work week of maintenance workers will be reduced to 52 hours, with not less than time and one half for all hours worked beyond standard hours of 8 in a day and 44 in a week. During the same period, the maximum hours of city drivers, despatchers and warehousemen will be 53 in a week, with time and a half required for all hours worked beyond the standard hours of 9 in a day and 45 in a week.

The Order also provides that the maximum hours permitted may be exceeded, in exceptional circumstances, with the permission of the Minister of Labour. There is also provision for exceeding the maximum hours in emergency circumstances, and a requirement that such excess hours be reported to the Minister.

As amended on July 17, 1968 the Order establishes two alternative methods of limiting hours of highway drivers. When hours are not averaged, maximum hours are set at 60 in a week. Hours worked in excess of 60 in a week, or in excess of 10 without an uninterrupted period of at least 8 consecutive hours, must be paid for at time and a half the regular rate. Alternatively, an employer may average hours of work. Where hours are averaged, the maximum hours are 55 times the number of weeks in the averaging period. In these circumstances, overtime pay is required for hours worked in excess of the total in the period, and in excess of 10 without an uninterrupted period of at least 8 consecutive hours. The maximum hours in a week and in an averaging period may be exceeded in exceptional circumstances by permit, and in emergencies.

Hours of work provisions in the Ontario Employment Standards Act were reenacted, with only a few minor changes. Working hours in Ontario are limited to 8 and 48, subject to any lesser maximum set by an industrial standards schedule. Daily hours in excess of 8 may be worked, with the approval of the Director, as long as the maximum 48-hour week is not exceeded.

By permit from the Director, hours to the extent of 12 a week over and above 48 may be worked by engineers, firemen, full-time maintenance men, receivers, shippers, delivery truck drivers and their helpers, watchmen and other persons who, in the opinion of the Director, are engaged in a similar occupation. For other employees, an extension of not more than 100 hours in a year may be granted. A further extension of hours may be authorized by permit because of the special nature of the work performed or the perishable nature of the raw material being processed.

Overtime for girls under 18 its limited to 6 hours in a week. The present provision applies to young persons of both sexes under 18. The Act now prohibits night work, between midnight and 6 a.m., for girls under 18. A woman over 18 working at night must be provided with private transportation at the employer's expense to or from her residence. Under the current provision, women and boys under 18 are not allowed to work between 12 p.m. and 6 a.m., except with the permission of the Minister.

The Manitoba Labour Board is now required, as a result of an amendment to the Employment Standards Act, to review annually its orders permitting variations from the standard hours of work.

Annual Vacations

The amendments to the Nova Scotia Vacation Pay Act that were enacted in 1967 requiring employers to give their employees a two weeks vacation with pay after a year of employment, went into force on January 1, 1968.

In Alberta, a two weeks vacation with pay after each year of employment is the rule. The Board may now order that a shorter vacation, in proportion to the time worked, be given to an employee with less than one year's service. The Board is also permitted to determine what will constitute a wage or pay and the method of computing such wage or pay. In Alberta at the present time, an employee must be paid his regular pay for his vacation. In all other jurisdictions except Manitoba, vacation pay is a percentage of annual earnings.

Workers in industries covered by decrees in Quebec are entitled. as a general rule, to a one-week vacation with pay after one year of employment. A two weeks vacation with pay is provided for only after three or five years of service in most of the decrees. A two weeks vacation with pay after one year of employment is now required however, in such industries as dress, ladies cloak and suit, leather glove, women's and children's millinery, clothing, and retail fur. Except for the decree governing the retail fur industry which applies in Montreal and within a 50-mile radius of the city, these decrees apply throughout the province. Workers in religious institutions, educational establishments and church councils, and those working on electric power distribution lines must be given a similar vacation.

Plumbers, oil burner mechanics, and electricians in the Quebec region are entitled to two weeks vacation with pay after one year's service, and plumbers, refrigeration mechanics, welders, tinsmith-roofers, and asbestos insulation mechanics in specified counties must also be given two weeks yearly. In the food industry employees must be granted a vacation of two weeks after three, four or five years of employment. In the construction industry, marble setters, tile setters and terrazzo layers in the Montreal region are given a three weeks vacation every year. A much longer qualifying period of service is usually required, however, for an

nual vacation of three weeks. Under ost decrees, three weeks vacation with y is given, depending on the industry, employees only after 10, 12, 15, 17 or en 20 years of service.

neral Holidays

In Ontario, under the new Employment andards Act, work performed on seven ecified holidays must be paid for at not s than one and one half times the gular rate. The seven holidays are: New ear's Day, Good Friday, Victoria Day, ominion Day, Labour Day, Thanks- ving Day and Christmas Day. Where ew Year's Day, Dominion Day or hristmas Day falls on a Sunday, the llowing day is observed as a holiday.

The British Columbia holiday order ued in 1967 granting employees, other an those covered by a collective agree- ent under the Labour Relations Act, ght paid holidays a year was amended, fective from August 12, 1968. The ain change is that a distinction is now ade, as it is under the Canada Labour tandards) Code, between persons em- oyed in a "continuous operation" and her employees, regarding pay for work erformed on a general holiday. A "con- nuous operation" is defined as one ormally carried on without regard to undays or public holidays.

The general rule is, as before, that, here an employee is required to work n a holiday, he must be paid time and a alf his regular rate for all hours worked nd, in addition, must be given a holiday ith pay at some other time convenient between him and his employer. Where an em- oyee employed in a "continuous opera- on" is required to work on a holiday, e must, in addition to his regular rate of ay for the day, either be paid time and half his regular rate for all hours worked, r be given a holiday with pay at some ther time.

A holiday with pay in lieu of a holiday orked must be given not later than the mployee's next annual vacation or the ay on which he receives his vacation pay hen he has not earned an annual vaca- on, or on termination of employment, hichever occurs first.

Where certain employees of an employ- r are bound by a collective agreement, nd other employees of the same employ- r are entitled to the general holidays rovided for in the order, the employer ay, with the approval of the Board f Industrial Relations, substitute a oliday specified in the collective agree- ent for a general holiday under the rder, so that all his employees will be ntitled to a holiday on the same day.

Weekly Rest

In Manitoba, employees who are sually employed less than five hours in a day were brought within the weekly rest provisions of the Employment Standards Act.

Maternity Protection

In Alberta, the authority of the Board of Industrial Relations to make regulations in the matter of maternity protection was expressed in more general terms, enabling it to "establish provisions regulating and prohibiting the employment of women during and following pregnancy." Under the previous wording, the periods in which employment could be prohibited were specified.

Wage Protection

As a result of an amendment to the Wages Act of Ontario, an assignment of wages to secure payment of a debt is invalid, except in the case of assignment to a credit union. As indicated earlier in this article, the Ontario Department of Labour was given power under the Employment Standards Act to collect unpaid wages owning to employees, up to a maximum of $1,000 per claim. In Ontario, the provisions in the Wages Act making it compulsory for an employer to give pay statements were transferred to the Employment Standards Act.

An amendment to the Manitoba Employment Standards Act made it mandatory for an employer to give an employee a pay statement on each pay day. If wages and deductions are the same over a period of time, however, a pay statement may be given at the beginning of the period and each time the wages or deductions change. An earnings statement must be given if the employee requests it or the Minister directs that it be given.

Employment of Children

Newfoundland enacted a special Act to regulate the employment of children. It became the fourth province—British Columbia, Nova Scotia and Prince Edward Island are the others—to have a child labour law prohibiting employment below a specified age. In other provinces, a minimum age for employment is fixed in a law dealing with a number of employment standards, in minimum wage orders or in industrial safety laws. The Newfoundland Employment of Children Act, which will be proclaimed in force, prohibits the employment of children under the age of 16, except in family undertakings.

Further, the employment of a child under 16 in a family undertaking has been made subject to a number of safeguards. These are that a child may not be employed in any work that is or may be harmful to his health or normal development, or is such as to prejudice his attendance at school or his capacity to benefit from instruction given. He may not work more than 8 hours in a day. On a school day, he may not work more than 3 hours. Time spent at school and work may not total more than 8 hours. Work during the night, between 9 p.m. and 8 a.m., is prohibited.

The Minister of Labour, who is responsible for the administration of the Act, may, by order, prohibit the employment of a child under 16 for any reason that he deems sufficient. There is provision in the Act for the making of regulations permitting the employment of children under 16 in specified occupations. Any such employment would be subject to conditions to be complied with as safeguards, as, for example, a minimum age for employment and the payment of a specified minimum wage. This provision appears to be designed to permit the employment of children on light work or in certain limited safe areas, subject to prescribed conditions.

Regulations may also be made concerning the employment of young persons under 18. Such regulations may prescribe the circumstances under which and the occupations in which persons under 18 may be employed, and may fix the conditions and minimum wages for such employment, or may prohibit the employment of persons under 18 in any specific occupation. Any person or class of persons may be exempted by regulation from the application of the Act or regulations. Employers are required to keep on file birth certificates for all employees under 18. The Act provides for a system of inspection, and requires every employer to keep a register of the names, dates of birth, addresses, and dates of commencement and termination of employment of all employees under 18.

Provision is made for an advisory committee on which the Departments of Public Welfare, Education, Health and Labour would be represented to assist the Minister in carrying out the purposes of the Act.

In Manitoba, an amendment to the Employment Standards Act raised the minimum age for employment from 15 to 16 years. The minimum age for employment in a factory is now 16 years, and there is no provision for exceptions. For any other employment, the minimum age is 16, unless a written permit is obtained from the Minister of Labour.

There is a provision in the Act enabling the Lieutenant-Governor in Council to make regulations prohibiting or regulating the employment of "adolescents"—persons between the ages of 16 and 18—in work that is deemed to be dangerous, unwholesome or unhealthy.

School-Leaving Age

The change from 15 to 16 years in the minimum age for employment in Manitoba brings the minimum age for employ-

ment into line with the school-leaving age set by the School Attendance Act. An amendment to the latter Act made provision for an exception to the requirement that a child must attend school to the end of the term in which he reaches the age of 16. The amendment permits a child who is over 15 years of age to be exempted from school attendance if he has obtained a certificate signed by his parent or guardian, the school attendance officer and the superintendent of schools or, if there is no superintendent, by the school inspector. The Minister of Education stated that the amendment would affect only a small number of children who have ceased to benefit from attendance at school.

Employment Agencies

Alberta legalized private employment agencies and provided for their licensing. The provision of the Alberta Labour Act prohibiting the operation of private, fee-charging employment agencies was repealed. Previously, agencies for the placement of professional, scientific or executive personnel were permitted as long as they did not charge a fee to a job-seeker.

A new Act provides that agencies are to be licensed on a yearly basis and that they must not charge an employee for their services. Records of employers and job-seekers must be kept and made available for inspection. Where a legal strike or lockout is in progress, an agency must not send a person to take employment in place of an employee who is on strike or locked out without informing the person of the existence of the strike or lockout.

Human Rights

The Throne Speeches of Prince Edward Island and Ontario referred to the fact that 1968 had been designated as International Year for Human Rights, and both provinces passed legislation in the human rights field.

The Prince Edward Island Legislature adopted a Human Rights Code similar in scope to the Nova Scotia and Ontario codes. The Ontario Legislature made an amendment to tighten the law prohibiting discrimination in employment because of age. The Prince Edward Island Human Rights Code prohibits discrimination on grounds of race, religion, religious creed, colour, or ethnic or national origin in public accommodation, housing, employment, trade union membership, and in published notices or signs. It also incorporates the equal pay provisions of the Equal Pay Act, which is now repealed. In Ontario, as indicated earlier, equal pay provisions were transferred from the Ontario Human Rights Code to the Employment Standards Act.

The prohibitions of the Code apply to the provincial Government and its agencies. Its provisions forbidding discrimination on any of the grounds listed above—in places to which the public is customarily admitted and in the renting of any dwelling unit in any building or in the terms or conditions of occupancy, in regard to hiring and conditions of employment, employment application forms, job interviews and advertisements, in matters of trade union membership, and in the publication of notices or signs—follows the pattern that has become familiar in Canadian Human Rights legislation.

As in other jurisdictions, the prohibitions concerning discrimination in employment do not apply to domestic servants in private homes, to specified types of non-profit organizations, or to those operated to foster the welfare of a religious or ethnic group.

The equal pay clauses, as before, make it unlawful for an employer to pay a female employee at a lesser rate of pay than a male employee for substantially the same work done in the same establishment. A difference in wage rates based on a factor other than sex is not a contravention of the Code. The Code is to be administered by the Minister of Labour and Manpower Resources.

As in other provinces, cases of alleged discrimination will be investigated on complaint. The Code provides for an inquiry into a complaint by an officer designated by the Minister. If settlement is not reached, the Minister is to make a further inquiry, giving all parties full opportunity to be heard. Where he finds the complaint is a valid one, he must determine the course of action that ought to be taken and is empowered to issu an order requiring his decision to be p into effect. There is provision in th Code for prosecution and penalties ar for the prohibition by court injunctio of the continuation of an offence. N prosecution may be instituted witho the consent of the Minister. To help t create a climate of understanding of ar compliance with the principles of th Code, the Minister is directed to develo educational programs designed to elim nate discrimination.

Ontario amended the Age Discrimin tion Act, which was enacted in 196 forbidding discrimination by employe and trade unions against persons betwee 40 and 65 years because of their age. Th amendment prohibits job advertising th expresses a limitation or specificatio based on age. The Minister stated tha age specifications in advertisements ha tended to keep the older worker fro seeking advertised employment, eve though legally there could be no bar t him on grounds of age alone.

Ombudsman Acts

In Alberta, an amendment to th Ombudsman Act brought the Workmen Compensation Board within the jurisdic tion of the Ombudsman.

The New Brunswick Ombudsman Ac was amended to provide that no rule c law that authorizes the withholding c information on the grounds of protectin the public interest applies to the Om budsman. The expression "rule of law" was substituted for "Act" and is designe to cover not only statutes but als regulations, including Orders in Council

Wage Schedules Prepared In September

During September, the Department of Labour prepared 288 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services.

In the same period, 259 contracts in these categories were awarded. In addition 173 contracts containing the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and the Departments of Defence Production, Fisheries, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in September fo the manufacture of supplies and equip ment were:

Department	*No. of Contracts*	*Aggregate Amount*
C.M.H.C.	1	$ 7,000.0
Defence Production	57	76,200.0
Post Office	4	47,430.0

During September, the sum of $1,482.8 was collected from 8 contractors for wag arrears owing their employees as a resul of the failure of the contractors, or thei subcontractors, to apply the wage rate and other conditions of employmen required by the schedule of labour con ditions forming part of their contract This amount is for distribution to the 3 workers concerned.

50th Anniversary of the ILO

"Of course it has failed in many places, t the important thing is to concentrate its successes, its innovations," Director the Canada Branch of the International bour Organization, Kalmen Kaplansky, d a LABOUR GAZETTE reporter in Sepmber. "No other international organizan can claim its uniqueness," he added.

Mr. Kaplansky made the statement nen referring to the ILO's 50th annirsary, which is being observed in 1969.

He pointed out that the ILO was the st organization to:

gather labour statistics on wages, earng hours and cost of living for every untry in the world on an annual basis;

proclaim a need for industrial medicine;

bring all co-operative experience tother—i.e., credit union, rural co-op, ban co-op;

use labour-management relations to set andards;

report that industrial conflict was inetable, and to establish institutions to al with this conflict;

precipitate democracy;

report and feed back communication;

concentrate on international standards;

draft legislation; and

ensure that the standards were imemented and enforced.

How can the ILO ensure that its andards are being carried out, Mr. aplansky was asked. Of course it can't, e replied. But the standards are formuted by non-governmental groups who ill be affected by them. The ILO has a stem of reporting on all the happenings a country concerning these standards. he reports are published and studied by committee of experts that tells the rganization when the provisions are being iolated. Offending governments do not ke having an international body censurng them.

"Anyone can file a complaint against nother country or even against their own overnment," Mr. Kaplansky said. "It oes not automatically settle the matter, ut it prevents a lot of capricious action."

There have been small legislative gains, Ir. Kaplansky continued. "ILO standrds create a greater response in the inds of the public, rising expectation, a ubtle pressure on the government to espond, new legislative procedures, and ore rising expectation—and the governent gradually gives up part of its jurisdiction on the altar of international authority."

To get a government to the point where it will permit international authority to supersede national authority is the ideal, he said. "We have not reached that point. Whether we shall ever meet it—well, we just have to strive toward it."

Minister of Labour speaks on technological change

Technological change and productivity were the subject of recent speeches by Labour Minister Bryce Mackasey. Addressing the Personnel Managers Association of Toronto on October 8, Mr. Mackasey said that he fully agreed with the Freedman Report's statement that management has a moral obligation to make sure technological change causes a minimum of disruption (L. G., 1967, p. 173). If management does not do this on its own, he said, "I will have no hesitation to recommend to my colleagues in the Cabinet that this moral obligation become a legal one."

Not all unions are approaching this problem as they should, the Minister noted. Some union leaders fear not the change so much as the loss of security those changes often bring about, he said. "In short, technological change, properly introduced with a minimum of disruption, and introduced in co-operation with labour, is in the best interests of the labour force in general." Mr. Mackasey urged the delegates to take unions into their confidence if they expected co-operation.

In a statement at a press conference in Montreal on October 10, Mr. Mackasey said that he had been aware for a long time of the industrial unrest at the port. The reasons for this unrest, he said, are: the introduction of technological change; change needed to increase efficiency; a legitimate desire of employees for better working conditions, and no "valid communication between employees and employers." The Minister was in Montreal at the harbour to inspect a new restroom facility, one of 12 to be built. This was one of the recommendations of the Picard report (L. G., Jan. 1968, p. 2). He assured union leaders that the National Harbours Board will immediately implement the main recommendations of the Cohen report. (Report of Committee on Manpower Problems in the Unloading of Grain Vessels, Port of Montreal. Not yet reviewed in the LABOUR GAZETTE.) Later that evening a cheque for $63,000 was presented to the union. This represented the cost of the Cohen report recommendations to the National Harbours Board.

Mr. Mackasey said that the Board and the Department of Labour were living up to their obligations, but he was concerned that others were not. "For instance, it was agreed last spring that the Shipping Federation would provide a central pay office and eliminate the necessity of longshoremen going from one stevedoring firm to another to gather their weekly wages. I see no evidence of a hiring hall, no evidence of the hiring of an expert to represent the stevedoring firms on the waterfront, to settle, on the spot, the inevitable differences of opinion that crop up daily with the unions." Mr. Mackasey also expressed concern at the productivity of the Port of Montreal. He hoped that unions realized that increased productivity is essential and would mean more jobs as shippers regain confidence in the port.

Don't let public employees strike, says CMA President

Cancel the right to strike of public employees, says CMA president, John O'Dea. Speaking to the Manitoba branch of the CMA in Winnipeg on November 6, 1968, Mr. O'Dea said that the right to strike should be replaced with improved and efficient arbitration and grievance procedures. The right was one of the hard-fought-for rights won only recently by public service employees affecting more than 200,000 federal employees alone (L. G. 1967, p. 737).

New procedures set up "would allow the unions concerned the fullest possible opportunity to make a case for their members right down the line and, failing agreement, require them and the Government to accept, finally, compulsory arbitration." This, Mr. O'Dea said, would preserve citizens from the "hazards, hardships and inconveniences of strike action" and promote settlements without lasting bitterness. "Hopefully, too, such arbitration would be based on the sound, noninflationary principle that the remuneration paid to public servants should not run ahead of that received by people doing comparable work in private industry."

Canada-U.S. auto agreement yields dividends for Canada

Review consultations with the United States on the Canada-United States Automotive Agreement (L.G. 1965, p. 596, 1096) were successfully completed in August 1968, with notable progress in the increasing of Canadian production, employment, trade and productivity, according to the Department of Industry.

The Canadian and U.S. governments were responding to a provision in the Agreement that urged a comprehensive review of the progress made in achieving the following objectives:

- the creation of a broader market for automotive products within which the full benefits of specialization and large-scale production could be achieved;
- the liberalization of U.S. and Canadian automotive trade in respect of tariff barriers and other factors tending to impede it, with a view to enabling the industries of both countries to participate on a fair and equitable basis in the expanding total market of the two countries; and
- the development of conditions in which market forces may operate effectively to attain the most economic pattern of investment, production and trade.

Representatives of both countries began the joint review in December 1967. They noted the great expansion of trade in automotive products between Canada and the U.S. that has taken place during the past three and one half years. Two-way trade has increased from $760 million in 1964 to $3.3 billion in 1967. Both governments expressed satisfaction that trade and manufacture have also grown in a variety of relative industries such as textiles, finishes, rubber products and electrical equipment.

The agreement has enabled the Canadian automotive industry to realize the economies of greater specialization. Canada is now producing fewer models of vehicles in much longer and more efficient production runs. This development has been of great importance in improving the productivity of Canadian plants, and in reducing the cost differential between Canadian and U.S. operations. An important aspect of the review was a series of consultations between the U.S. Government and U.S. automotive manufacturers and the Government of Canada and Canadian automotive manufacturers.

Despite problems in adjusting to the new conditions of production and marketing, the Canadian industry made considerable progress in increasing the size and efficiency of its operations. In model year 1968, more than 1,000,000 vehicles were manufactured in Canada, compared with 700,000 in 1964, making Canada one of only seven countries in the world to produce more than 1,000,000 vehicles a year. Exports of vehicles and components increased from $123 million to more than $2 billion over the same period. Independent Canadian parts makers have benefited substantially from the expansion in production and trade, and their output has increased approximately 30 per cent during the life of the program. Employment in the industry has reflected this expansion with the establishment of 17,000 new jobs, bringing the total automotive work force to 85,000.

Canadian Government representatives reviewed with Canadian vehicle manufacturers their plans for future operations in Canada, especially for 1969, and indications are that the industry will continue to expand production and trade to the benefit of the Canadian economy in the context of an expanding North American market.

The wage levels to which Canadian automotive assembly workers will move by 1970 will largely be offset by increases in productivity, W. H. Cranston, Chairman of the Ontario Economic Council, told an automotive suppliers conference in Toronto recently. Productivity of assembly workers, he said, will increase "as a result of the economics of scale and specialization from Ontario's new role as a supplier of motor vehicles to the Eastern Canada and northeastern U.S. markets." More than 95 per cent of the Canadian automotive industry is located in Ontario.

Mr. Cranston credited the 1965 Agreement with expanding Ontario's automotive role from a major production centre to one of the most important vehicle producing areas in North America. "Indeed, Ontario currently accounts for between 5 and 6 per cent of the total North American production of automotive products," he said. "We seek not a branch plant economy, but one in which we share both decision-taking and growth with world-wide partners. This is the shape of things to come for all of us."

Study says fringe benefits outpacing wage level rise

The increase in cumulative benefit costs for all employers is slightly in excess of 2 per cent of gross payroll since 1965, the Thorne Group Ltd., management consultants, has revealed in its 1967 report. The report, "*Fringe Benefit Costs in Canada 1967*," was released in September 1968.

The 1965 total outlay for all employers, excluding the old age security item of 2.1 per cent, was 23.1 per cent. In 1967, this figure had risen to 25.17 per cent. In terms of annual outlay in dollars for each employee, the average cost rose by $376 to a total of $1,595. The 1965 figure wa $1,219.

The study covered 124 employers r presenting a total of 370,448 employee The comparison in total cumulative cos of fringe benefits between manufacturin industries (25.30 per cent) and non-manu facturing industries (24.99 per cent) a very close, the report shows. In terms of breakdown of fringe benefits by maje groupings, manufacturing industries lai out 12.03 per cent for paid time off, 2.6 for payments required by law, 7.20 f pension and welfare, 2.42 for bonuse and 0.97 for non-cash benefits. In no manufacturing industries, the outlay wa 13.51 per cent for paid time off, 2.0 for payments required by law, 7.22 f pension and welfare, 1.3 for bonuses, an 0.91 for non-cash benefits.

Union's international H.Q. gives Canadians freer role

A freer role has been granted to th 42,000 Canadian members of the 180,00 member International Brotherhood Pulp, Sulphite and Paper Mill Worker A report of the Canadian Identity Com mittee, presented at the union's annua convention in Miami, Fla., on Octob 6, 1968, recommended the new role.

The report asked that the Canadia Director become responsible for an direct all the union's essential program in Canada, such as collective bargaining education, research and information Another recommendation would give th Canadian membership separate repre sentation at meetings of organization such as the ILO and the ICFTU. Intro ducing the report of the committee, Cana dian Director L. H. Lorrain warne against the dangers of jeopardizing th unity of workers for the sake of national ism. "We must start by developing a muc broader view of the international an multi-national responsibilities of th labour movement," he said. "Now tha we have properly defined our nationa concerns, we should carefully re-examin our concerns as workers."

ICWU president dead at 53

Walter L. Mitchell, President of th International Chemical Workers' Union is dead at the age of 53. Mr. Mitchell die on the last day of the union's convention in New Orleans, where he had just been re-elected to an unprecedented four-yea term. He had been President of th 110,000-member union since 1956.

Mark 20th anniversary of UN declaration

The 20th anniversary of the adoption and proclamation of the United Nations Universal Declaration of Human Rights occurred on December 10, 1968. For the first time, rights and freedoms of individuals — economic, social and political rights — were set out in an international declaration. The event was marked throughout 1968 by International Year for Human Rights. Former Prime Minister Lester B. Pearson was the Honorary President of the Canadian Commission for International Year and John Humphrey was President of the executive committee. Mr. Humphrey was formerly director of the UN Division of Human Rights.

Canada's contribution to the 20th anniversary included a national conference on human rights in December. One of the important speakers at the conference was René Cassin, a prominent French jurist who played a major part in the drafting of the Declaration. Mr. Cassin was also the 1968 recipient of the Nobel Peace Prize.

Since the proclamation of the Declaration in 1948, its provisions have been reflected in the constitutions and laws of many nations, and it has been translated into more than 60 languages. The theme of International Year, and the 20th anniversary was: "Greater recognition and the full enjoyment of the fundamental freedoms of the individual and of human rights everywhere."

Government-labour project to help U.S. unemployed

A project to develop and co-ordinate manpower programs for hard-core unemployed has been set up in the United States. The formation of the Human Resources Development Institute was announced jointly in November 1968 by AFL-CIO President George Meany and the Secretary of Labor Willard Wirtz. The project will first be launched in 10 cities to be selected by the Institute with assistance from the Labor Department's manpower administration. The experience gained from this operation will be used to generate projects in another 25 cities — to be followed later in 15 more cities.

The Department of Labor will provide $1.5 million, and the labour movement will contribute $200,000 worth of services and facilities. There will be special programs to prepare youths from minority groups and others to enter apprenticeship programs; to upgrade training programs; to work with the Job Opportunity project in placing the hard-core unemployed; to provide information on job opportunities and the problems of the unemployed; and to work with the model cities program in training target area residents for neighbourhood rehabilitation programs.

Ontario ups minimum wage, passes new standards act

Ontario has raised its minimum wage for general industry by 30 per cent and has put into effect a new Employment Standards Act. The new minimum for general industry will be $1.30 an hour, up from $1. The new rate in the construction industry will be $1.55. The present rate is $1.25. The new minimums are expected to effect about 190,000 workers, most of whom are not in unions and have little bargaining power.

Announcing the new rates, Labour Minister Dalton Bales said that they will restore the Ontario minimum to the relationship it held with the cost of living and wages when it was first established in 1963. Since then, the cost of living has gone up 15 per cent and wages up 29 per cent on the average, he said.

The new Employment Standards Act includes all the benefits available to workers under present legislation, plus new provisions. The Act calls for time and a half premium pay for overtime beyond 48 hours in a week; equal pay for men and women doing the same work, and time and a half for work done on the seven statutory holidays. The Ontario Human Rights Code has a provision for equal pay for equal work that the Department can now enforce.

The new Act will also empower the Department of Labour to collect unpaid wages for employees up to a total claim of $1,000. Some special provisions are included to meet the exception needs of some industries. These include: averaging of hours for computation of overtime in continuous shift operations; substitution of other days for statutory holidays; and exemption from the hours of work and overtime pay provisions of the new Act for persons in supervisory and managerial positions.

In a study of wages, hours and overtime pay released earlier this year in Ontario, it was shown that more than half of the 76,778 employees in hotels and restaurants earn less than $1.25 an hour. The survey also disclosed wide variations in wage levels between men and women. The new Act does not apply to general farming, but the minimum wage rates and vacation-with-pay protection have been extended to a variety of horticultural, veterinarian and agricultural services. Industries under federal government jurisdiction, such as banks, airlines and railways, are not covered by the Act.

Job mobility of the disadvantaged studied

Job mobility for the disadvantaged can be provided by government agencies, says a report on manpower development from the W.E. Upjohn Institute for Employment Research, Kalamazoo, Mich. The report, *Toward Greater Industry and Government Involvement in Manpower Development*, proposed that government agencies in the United States at the local, state and federal level become "employers of initial opportunity."

Because thousands of government employees leave each year for private enterprise after obtaining skills and knowledge, the report suggested that the same could be done for disadvantaged individuals. There is hardly a job in the private sector, other than jobs on production assembly lines, that is not performed in government service, the study reported. So, mobility for the disadvantaged could be provided by means of a massive training and education program in such jobs as trainee painters, printers, clerks, typists, computer operators and electricians. The report cites the prohibitive costs to private industry in training such people, and says that the private sector cannot mount a program of sufficient magnitude to meet their problems.

"It behooves government agencies at all levels to conduct research, educational, and training programs in the same way that employers in the private sector of our economy are being asked to do. As soon as these trainees have developed skills and obtained the knowledge necessary to make them competitive in the job market, they should be provided the option to leave government for industry and business or to take civil service examinations in the field for which they have been trained."

The report goes on to say that such people would be desirable and needed employees because they have experience, and they would not be considered disadvantaged when they were looking for work. The study was done by two staff members of the Upjohn Institute, Samuel Burt and Herbert Striner. Copies of the report are available free from the Institute at 300 South Westnedge Avenue, Kalamazoo, Michigan, 49007.

Newfoundland renames labour department

Bill 88, an Act respecting the Department of Manpower and Industrial Relations in Newfoundland, was given Royal Assent on May 23. The Act replaces the Department of Labour by the Department of Manpower and Industrial Relations.

50 Years Ago

In the Labour Gazette, January 1919

Dining car employees dreamed of two-week vacations, Saskatchewan women received a minimum wage, and the ideal average income for a family of five was $1,687 a year.

The head of a family of five should make at least $1,687 a year to provide adequately for his family, Dr. Royal Meeker, Chief of the Labor Statistics Bureau, United States Department of Labor, told the American Public Health Association at a meeting reported in the LABOUR GAZETTE for January 1919.

Dr. Meeker said that the average working family received far less than this amount and was compelled to adopt a much lower standard of living, resulting in poor health caused by insufficient diet, inadequate clothing and the lack of proper medical care. He told the Association's convention in Chicago that there was abundant proof that the disease rate increases as wages decrease, and decreases as wages rise. He advocated not only a higher living wage, but also compulsory general state social insurance against sickness, invalidism, unemployment, maternity costs and old age.

The weekly cost of 29 staple foods for a family of five in Canada averaged $13.63 in mid-December 1918, compared with $13.49 in November, $12.24 in December 1917, and $7.95 in December 1914. Higher prices for potatoes, eggs, butter, and cheese accounted for the rise, but there was a decline in the price of meats, beans and evaporated apples.

A government Bill to provide for a minimum wage for women in certain kinds of employment was to be introduced at the January session of the Saskatchewan legislature, and it was assumed that the main principles of the Bill would receive the general support of the Opposition.

The first minimum wage legislation enacted in Canada was contained in the Alberta Factory Act, 1917, a section that fixed a minimum wage of $1.50 per shift for all employees except apprentices. Manitoba and British Columbia were next to enact Minimum Wage Acts in 1918. The legislation in each case provided that a Board should be constituted with power to fix minimum wages for female employees. In Manitoba, the minimum weekly wage for unskilled women workers varied from $10 to $11. The minimum wage for skilled women was $12 a week.

Two weeks holiday with pay was still a dream for dining car employees of the Canadian Northern Railways in October 1918. A three-man Board of Conciliation vetoed the request and was backed up by a five-man Board of Appeal. The dining car employees did not have much luck, either, in getting serious recognition for their union, the Canadian Brotherhood of Railway Employees. The appeal board could not pass an opinion because the Board of Conciliation was still debating it. The appeal board did, however, justify the employees' claims for longer layover, and strongly recommended that the company take steps to improve conditions as soon as practicable. Higher wages were also supported, and these were retroactive to May 1, 1918.

When Canadian Johnnies came marching home again, many of them traded their guns for pitchforks. According to an analysis made by the Department of Soldiers' Civil Re-establishment, over 105,000 of the 230,000 members of the overseas forces who had filled in registration cards expressed a definite wish to farm in Canada after the war. More than 25,000 men said they would like to settle in Ontario, 23,000 chose Alberta, and 15,000 expressed the wish to live in British Columbia. The Soldiers' Settlement Act, 1917, provided 160 acres of free land, and loans amounting to a maximum of $2,500 at an interest rate of 5 per cent a year.

A Quebec millwright discovered that the company for which he worked was not liable for injuries sustained on the job if he made more than $1,000 a year. The Superior Court at Trois-Rivières had awarded damages, but an appeal presented before the Court of King's Bench brought out that the Workmen's Compensation Law of Quebec was applicable only to employees receiving not more than $1,000 a year.

The plaintiff apparently was earning $3.50 a day, but had been to work for only two and a half months, for which he had received $230.38. To estimate his yearly average, the Court took the average wages of 15 other millwrights in the same category who were paid from 25 cents to 45 cents an hour, and divided their wages by the total hours worked. The result showed an average rate of 39.08 cents an hour. Multiplying this by the number of working hours in nine and a half months, and adding the sum to the $230.38 earned by the plaintiff, the result was a total of $1,144.19, which the Court considered as representative of the plaintiff's salary. The judgment of the Superior Court was therefore annulled and the action was dismissed with costs of the two Courts.

Legal Decisions Affecting Labour

The Ontario High Court has declared invalid a merger agreement between the International Union of Mine, Mill and Smelter Workers and the United Steelworkers of America.

Legislation Branch

Mr. Justice King of the Ontario High Court decided in a judgment on May 9, 1968 that, in the absence of constitutional authorization, an unincorporated association such as a trade union cannot terminate its existence and transfer its property and membership to merge with another union without a vote of its members that is unanimous or nearly unanimous in approval of the merger.

He decided also that a trusteeship imposed on a local union without a prior hearing was void and of no effect.

Canadian Mine Mill Constitution

Until 1955, the Canadian locals of the International Union of Mine, Mill and Smelter Workers received their charters from international headquarters in the United States. One of the Canadian locals that received its charter in this way was Mine, Mill Local 598.

When the 50th Convention of the International Union of Mine, Mill and Smelter Workers was held in 1955, a provision was adopted recognizing that the union in Canada had "distinct and separate national aspirations" and was "concerned with distinct and separate national problems." The provision declared that:

> The Local Unions in Canada shall have the right and duty to establish a constitution for the government of the International Union in Canada and shall elect an Executive Board in accordance with the provisions of such constitution. All Local Unions in Canada shall be a part of and shall be bound by the provisions of the said Canadian Constitution. . . .

The action taken by the 50th Convention was confirmed by a referendum among the membership.

A constituent convention of the Canadian membership was held in 1955, and a Canadian constitution of the International Union of Mine, Mill and Smelter Workers, binding on the membership in Canada, was adopted. The constitution was confirmed by referendum.

Merger with Steelworkers

A merger agreement was reached between the Mine, Mill union in Canada and the United Steelworkers of America in April 1967. The effect of this merger was stated in Art. IV of the agreement:

> As of July 1, 1967, Mine, Mill shall be merged with the Steelworkers and the separate existence of Mine, Mill in Canada shall be terminated except that the Executive Board shall thereafter remain in existence and the officers shall thereafter remain in office only for any purpose incidental and necessary to carry out this agreement or to deal with property, certification, collective bargaining, or other rights of Mine, Mill pursuant to this agreement including the power, right, privilege and authority to execute and deliver or to cause to be executed and delivered any deed, document or other instrument, or to take any other action necessary for such purpose.
>
> As of July 1, 1967, all of Mine, Mill's property both real and personal of whatsoever nature and wheresoever situate either held by it in trust or otherwise or over which it has any power of appointment, or in which it has any interest, legal or equitable and all powers, privileges and rights which are now or may hereafter be vested in Mine, Mill or in the Secretary-Treasurer of Mine, Mill as its trustee, shall be transferred to and vested in the Steelworkers. The Steelworkers shall thereupon assume and become liable for all of Mine, Mill debts and other obligations as if incurred by it. . . .

Art. III of the merger agreement outlined parallel effects on the locals of the Mine, Mill union in Canada:

> As of July 1, 1967, without charter fees or any other precondition, the Steelworkers shall issue charters to all existing Mine, Mill Local Unions (as then constituted) in Canada to replace and supercede the charters theretofore issued to them by Mine, Mill. All members of all such Local Unions shall thereupon be deemed, for all purposes, to be members of the Steelworkers.
>
> The Local Unions chartered pursuant to [the paragraph above] shall be governed in all respects by the Steelworkers' Constitution, its Bylaws for Local Unions, its Local Union Elections Manual, and its policies . . . [with certain exceptions not relevant here] . . .
>
> Nothing in this agreement shall impair the right, title, or interest, of any Local Union of Mine, Mill in its books, records, monies, assets, and property as of June 30, 1967, or affect any of its obligations arising as of or prior to June 30, 1967, under the Mine, Mill Constitution or otherwise. Such right, title, interest, and obligations shall continue, upon the chartering of the Local Union as of July 1, 1967, subject to the provisions of the Steelworkers' Constitution, standard bylaws, and policies relating to Local Unions.

Authorization for the merger had already been obtained within the Steelworkers' union: first, from its Thirteenth Constitutional Convention on Sept. 21, 1966, and second, from its International Executive Board on April 27, 1967. The terms of agreement were subject to ratification by the Steelworkers' International Executive Board.

The authorization procedure within the Mine, Mill union was described in Art. I of the merger agreement:

> On behalf of Mine, Mill, this agreement is subject to ratification, first by a special convention to be held during the month of June, 1967, and then by a referendum among its members in good standing to be held as soon as practicable thereafter.

Art. I continued with the provision that:

> If this agreement is ratified by the aforesaid International Executive Board [of the Steelworkers], special convention and referendum, it shall become effective as of July 1, 1967, but if the aforesaid International Executive Board, special convention or referendum fails to ratify it, it shall be null and void and of no effect.

Claims of Local 598

As a result of the execution of the merger agreement, members of Mine, Mill Local 598 brought a representative action before the Ontario High Court of Justice. Local 598 made two claims against the members (other than of Local 598) of the International Union of Mine, Mill and Smelter Workers in Canada and the United Steelworkers of America:

- Local 598 sought a court declaration that the merger agreement executed in April, 1967, was *ultra vires* the Mine, Mill union; alternatively, it sought a declaration that the merger agreement was not binding on Local 598.
- The Canadian president of the Mine, Mill union had replaced the officers of

Local 598 by imposing an administration (trusteeship) on the local in August 1967. Local 598 therefore sought a declaration that the administration was void and of no effect.

Merger Invalid

Mr. Justice King first examined the Canadian Mine, Mill constitution. Having found that the Mine, Mill membership in Canada and the Mine, Mill local unions in Canada either came into existence or continued in existence by virtue of the Canadian constitution in 1955, he went on to say:

> While the Canadian Constitution stands, it governs the operations of the [Mine, Mill] Union and of Local 598 Mine, Mill and of all the other Mine, Mill Local Unions in Canada . . . . For example, Local 598 Mine, Mill with its strike fund and other funds and investments, with its union halls and other properties and with its bargaining rights and other rights and assets is secured by the Canadian Constitution in its right to hold and use these properties which it has acquired and to exercise its powers in accordance with that Constitution.

It was on the strength of the Canadian Mine, Mill constitution that the members in Canada petitioned for local union charters and that local unions already established in Canada continued as local unions; moreover, Mr. Justice King said that the members of these local unions and the local unions themselves constituted the International Union of Mine, Mill and Smelter Workers in Canada by virtue of the Canadian constitution.

After the adoption of the Canadian constitution by the constituent convention and the referendum, it became impossible for a Mine, Mill local union to be formed in Canada except under this constitution. It became equally impossible for a Mine, Mill local union already established in Canada before the adoption of the Canadian constitution — such as Mine, Mill Local 598 — to continue in existence as a Mine, Mill local in Canada except under this same Canadian constitution.

To enter the merger agreement with the Steelworkers, Mr. Justice King found, would mean the end of the Mine, Mill union in Canada and, as well, the end of Mine, Mill Local 598. To enter the merger agreement would also mean that the property of Local 598 would be used, not in accordance with the Canadian constitution, but in accordance with the wishes of the majority without consideration for the wishes of the minority. The Canadian constitution does not empower the Mine, Mill union to enter into any such merger agreement.

It was pointed out that the Canadian constitution does contain provisions whereby it may be amended. The question was therefore raised by Mr. Justice King: "Should this Constitution have been first amended by following the steps to be taken which would lead to an amendment to the Constitution permitting merger with another union or at least an amendment limited to merger with the Steelworkers as proposed?"

Mine, Mill Local 598 maintained that the Canadian constitution should have been amended before merger with the Steelworkers was even considered, much less carried out. This position had been made known at the Special Merger Convention of the Mine, Mill union in Canada that was held in June 1967.

Those favouring the merger took the position that it was not necessary to amend the constitution in order to empower the Mine, Mill union to enter a merger agreement, provided that the wishes of those governed by the Canadian constitution were determined in a manner analogous to that provided in the constitution for determining the wishes of those in favour or opposed to an amendment to the Canadian constitution. It was submitted that the decision to enter the merger agreement was arrived at by following as closely as possible the provisions in the Canadian Mine, Mill constitution dealing with the procedure for determining whether or not the constitution should be amended in some particular manner.

The referendum provided for in Art. I of the merger agreement had been held in August 1967. The vote throughout the full membership of the Mine, Mill union in Canada was: 5,122 for the merger, 2,522 against. The majority of those who voted in Mine, Mill Local 598 was opposed to the merger.

Mr. Justice King sought to determine whether, in the absence of a constitutional provision, an unincorporated association such as a trade union can terminate its existence and transfer its property and membership without a vote of its members that is unanimous or nearly unanimous in its approval of such an action. He found "a clear statement of the law" in the case of *Re International Nickel Company of Canada, Limited; Shedden v. Kopinak* (L. G. 1950, p. 223). In that case it was said:

> While it is true that in all internal affairs, that is, in action taken within the boundaries of the rules and regulations which govern the conduct of an association, and always subject to those rules and regulations, a majority of the members can control and guide the fate of the minority under the authorities, that principle does not apply where the group or association is going outside of its powers by seeking to bring an end to its existence or to sever the cord through which it derives its being. Attempts of that sort are to be found in *Vick v. Toivonen* (1913) 4 O.W.N. 1542, 24 O.W.R. 802, 12 D.L.R. 299, and *Equity Lodge No. 11 Provincial Workmen's Association et al v. McDonald et al.* (1910) 8 E.L.R. 421 which indicate that in the absence of some provision to the contrary, for an association such as was there dealt with, and such as that with which I seem to be concerned, the entire membership must be in favour of the move before it can be validly enforced. . .

In *Shedden v. Kopinak* it was concluded that a mere majority was not sufficient to allow a local union to disassociate itself from its parent body in order to incorporate itself into another union. If this were so in those circumstances, it seemed to Mr. Justice King that more than a mere majority would be required in the case at bar. Continuing along this line of reasoning, he said that it would seem that a majority of members of an unincorporated voluntary association such as a trade union cannot divert the property of the association from the purposes that have been proclaimed in its charter and constitution against the wishes of a minority of members. Mr. Justice King was of the opinion that almost complete unanimity on the part of the members would be required to enable the Mine, Mill union in Canada to enter a merger agreement when, as in this case, there was no constitutional provision authorizing it to do so.

Far from unanimity or almost complete unanimity, there was in the referendum vote almost one third of the Mine, Mill membership in Canada that was opposed to the merger with the Steelworkers. In conclusion, Mr. Justice King said:

> Instead of amending the Constitution to provide for the merger, it was thought sufficient to deal with the merger directly in a manner analogous to that required to effect an amendment to the Constitution. This, in my opinion, is not sufficient.
>
> In my opinion, before entering into the merger agreement, the Canadian Constitution should first have been amended to empower the [Mine, Mill] Union to enter into a merger agreement. This is not just a matter of idle words. When an amendment to the Canadian Constitution to permit merger was being considered, there would have been an opportunity to consider provisions to protect the rights of the minority opposed to the merger. It might well be that the result eventually would have been a merger with the Steelworkers, but it is unlikely that had the Constitution been first amended, such merger would have taken place without consi-

deration being given to the rights of that minority which was opposed to the merger. The failure under the circumstances to first amend the Canadian Constitution to permit the [Mine, Mill] Union to enter a merger agreement with the Steelworkers renders the merger invalid.

Trusteeship Void

The second claim of Local 598 — that the administration imposed by the Canadian Mine, Mill president upon Mine, Mill Local 598 was void and of no effect — was then considered by the Court.

Mr. Justice King found that the Canadian Mine, Mill president had been given under the Canadian constitution the power to place a local union under administration for causes set out in the constitution. The president actively promoted the merger while Local 598 opposed it. The members of Local 598 considered themselves wholly loyal to their local and to the Mine, Mill union; they were anxious to see them continue. Local 598's actions were designed to prevent the Mine, Mill Union in Canada from passing out of existence if a majority of the membership voted in favour of the merger agreement at the referendum held on August 3, 1967. On the same day, the Canadian president sent to a number of officers of Local 598 a telegram stating that they had forfeited their right and title to hold office in Local 598, and that an administrator had been appointed. This was done without stating any charges. The telegram stated that formal notification, including details of charges, would follow by letter. In the telegram, the officers were told that they were entitled to a speedy hearing on request to the National Office of the Mine, Mill union.

The question that arose was whether the president could remove from office any elected officer of a local union before such elected officer had been given a chance to answer whatever charge there may have been against him. In *Kennedy v. Gillis* (L.G. 1962, p. 222), an earlier case affecting the Mine, Mill union and Local 598, no charge had been made against the local union officers, and they had not been given an opportunity to be heard. The Court had held in *Kennedy v. Gillis* that that dismissal of the local officers and the appointment of an administrator was invalid. Following this case, the Mine, Mill union amended Art. 19, Sec. 10 of the Canadian constitution to provide that:

> Any Local Union, for which an administrator is appointed, and any elected Officer or any Executive Board Member of The Union, who shall have forfeited the right to his office, upon the declaration of the President, as provided in this article, shall have the right to a speedy hearing upon request therefore.

Mr. Justice King said that this amendment to the Canadian Mine, Mill constitution did not correct the defect that had existed in Sec. 10 up to the time of *Kennedy v. Gillis;* there still was no right to a hearing prior to the exercise of the president's power to appoint an administrator. "In my opinion," the judge said, "such a constitutional provision is invalid. It is against public policy."

The problem of whether the officers of Local 598 must exhaust all their rights to trial under the Canadian Mine, Mill constitution before resorting to the Courts was also examined by Mr. Justice King. As was said in the case of *Bimson v. Johnston* (L.G. 1958, p. 73), the real ground upon which the Courts sometimes insist on the exhaustion of remedies by way of appeal within a union is that there exists adequate and proper provision for appeal within the union. In the case at bar, it was held that adequate remedies did not exist, particularly under the confusing circumstances existing when there was to be a referendum vote regarding a merger agreement. Mr. Justice King said further:

> It was not long after the referendum vote was held on August 3rd, 1967, until there was no National Office to which a request for a speedy trial could be addressed. The *de facto* organization of the [Mine, Mill] Union ceased to exist during the remainder of August 1967. Under the circumstances, there was the practical difficulty of making use of the remedies for speedy trial and appeal under the Canadian Constitution. There appeared to be no analogous provision in the Steelworkers Constitution whereby a local elected officer declared to have forfeited his office could request a speedy trial or any other kind of trial after he had, as it were, been condemned unheard.

Because of lack of provision for a hearing before action may be taken by the Canadian Mine, Mill president, and because of the inadequate remedies by way of internal appeal, it was concluded that Local 598 was entitled to relief in their second claim.

Decision of the Court

A declaration was granted that the merger agreement between the International Union of Mine, Mill and Smelter Workers and the United Steelworkers of America was not binding on Mine, Mill Local 598, and that the merger agreement itself was *ultra vires* the International Union of Mine, Mill and Smelter Workers.

Further, a declaration was granted that the administration imposed on Mine, Mill Local 598 in August 1967 was void and of no effect. *Astgen et al. v. Smith et al.*, 68 CLLC, para. 14,118; (1968) 69 DLR (2d), Part 7, p. 545.

Chamber of Commerce

Continued from page 14

occupations develop suddenly." One of the problems that gets in the way of further training, he said, is that workers with seniority and pension rights are reluctant to sacrifice these rights for training. Employers must be persuaded to give a man time off with pay to let him go back to school.

Although a total of 294,000 adults in the labour force were trained last year under federal government programs, this only represented 0.7 per cent of the labour force being trained at any one time, the speaker pointed out. In Sweden, 1 per cent of the labour force is in training at any given time, and the country is currently aiming at a target of 2 per cent.

Management also has its problems with education, according to Dr. Ernest Dale, Professor at the Wharton School of Finance and Commerce, University of Pennsylvania. Dr. Dale said that business schools emphasize the maxim that if a student studies management, he can manage anything. This concept is a real threat, the speaker claimed, for if you don't know what you are managing, you can't manage. "When you look at the chief executives who have failed in recent years, almost always you will find that they didn't know what they were managing." Management's responsibilities should extend not only to shareholders, but also to employees, customers and government, Dr. Dale observed, but no one has figured out how to integrate these social responsibilities with the objective of increased profitability.

The speaker remarked that there were great differences in the earnings of companies in any one particular industry, and he blamed this situation on the following shortcomings of management:

- confusion of management's objectives;
- decline of entrepreneurship ("big business makes more and more mistakes —remember the Edsel!");
- rising proportion of administrative expenses to sales;
- lack of communication between top management, workers and the public;
- lack of customer service;
- failure to take responsibility for mistakes; and
- use of U.S. Department of Defense techniques ("too often the department uses a computer, when it should use a paper and pencil").

The greatest threat to management, Dr. Dale said in closing, is the rise of the management "expert" and the decline of the general manager. "All the expert can do is to advise in his field of expertise. He doesn't know all the factors."

Certification

Before the CLRB

The Canada Labour Relations Board met for three days during October. It granted eight applications for certification, rejected three, and ordered three representation votes. During the month, the Board received fourteen applications for certification and allowed the withdrawal of three.

Applications for Certification Granted

1. United Steelworkers of America, Local 564 and Local 925, on behalf of a unit of personnel of Cassiar Asbestos Corporation Limited, Toronto, Ont., employed in the Yukon Territory, including mining, milling, cookhouse and bunkhouse employees at the Company's Clinton Mine, and employees in its Transport Division (L. G., March 1968, p. 342). The Beverage Dispensers & Culinary Workers Union, Local 835, Hotel, Motel and Restaurant Employees' and Bartenders' International Union had intervened.

2. Teamsters, Chauffeurs, Warehousemen and Helpers, Local 91, General Truck Drivers Union, Local 938, Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880, and Transport Drivers, Warehousemen and Helpers Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers, mechanics and labourers employed by Tank Truck Transport Limited, Rexdale, Ont. (L. G., Nov. 1968, p. 649). The International Union of District 50, United Mine Workers of America, had intervened as the previous bargaining agent of the employees affected.

3. International Longshoremen's Association, Local 1953, on behalf of a unit of employees of Newfoundland Steamships (1965) Limited, Furness, Withy & Company Limited, Eastern Terminals Limited, and A. Harvey and Company Limited, as represented by the St. John's Shipping Association Limited, St. John's, Nfld. (L. G., Oct. 1968, p. 596).

4. Cartage and Miscellaneous Employees Union, Local 931, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Westmount Moving and Warehousing Ltd., Montreal, Que. (L. G., Oct. 1968, p. 596).

5. International Brotherhood of Electrical Workers, Local 213, on behalf of a unit of employees of Black Knight Television Company Limited, Kelowna, B.C. (L. G., Nov. 1968, p. 649).

6. Operative Plasterers' and Cement Masons' International Association of the United States and Canada, Local 919, on behalf of a unit of cement masons employed by General Enterprises Limited, Whitehorse, Y.T. (L. G., Nov. 1968, p. 649).

7. Office and Technical Employees Union, Local 15, Office and Professional Employees' International Union, on behalf of a unit of office personnel employed at the terminals of Canadian Freightways Limited, Calgary, Alta., but not including personnel employed in the Calgary General Office (L. G., Nov. 1968, p. 649). A. G. Martin, *et al.*, B. W. McCool, *et al.*, and Thomas H. King, employees of the company, had intervened.

8. Seafarers' International Union of Canada on behalf of a unit of deckhands employed aboard the tow boats of Chemainus Towing Co. Ltd., Duncan, B.C. (L. G., Dec. 1968, p. 710).

Applications for Certification Rejected

1. RCA Victor Employees' Association, applicant, and RCA Victor Company Ltd., Montreal, Que., respondent (L. G., July 1968, p. 411) (Reasons for Judgment issued).

2. International Brotherhood of Electrical Workers, Local 213, applicant, and Mainland Cable Services Limited, Vancouver, B.C., respondent (L. G., Nov. 1968, p. 649). The application was rejected because the Board did not consider that it had jurisdiction in the matter.

3. International Brotherhood of Electrical Workers, Local 213, applicant, and Fred Welsh Antenna Systems Limited, Vancouver, B.C., respondent (L. G., Nov. 1968, p. 649). The application was rejected because the Board did not consider that it had jurisdiction in the matter.

Representation Votes Ordered

1. International Brotherhood of Electrical Workers, Local 213, applicant, and North West Community Video Limited, North Vancouver, B.C., respondent, and Jan Mensink, *et al.*, interveners (L. G., Nov. 1968, p. 649). (Returning Officer: D. H. Cameron).

2. Canadian Marine Officers' Union, applicant, and Carryore, Limited, Montreal, Que., respondent (L. G., Nov. 1968, p. 649). The Board directed that the voting unit consist of licensed engineers on board the S.S. *Carol Lake*, S.S. *Menihek Lake*, S.S. *Lake Winnipeg* and M.V. *Lake Manitoba* (Returning Officer: G. R. Doucet).

3. Chauffeurs, Teamsters and Helpers, Local 395, applicant, and M & B Enterprises Ltd., Regina, Sask., respondent (L. G., Nov. 1968, p. 649) (Returning Officer: A. E. Koppel).

Applications for Certification Received

1. International Association of Machinists and Aerospace Workers on behalf of a unit of flight attendant personnel employed by Nordair Ltd., Dorval, Que. (Investigating Officer: G. R. Doucet).

2. General Truck Drivers and Helpers Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees of Fast

ight Service Ltd., North Burnaby, (Investigating Officer: D. H. meron) (See also Item 3, Applications Certification Withdrawn, below).

. Victory Lodge No. 1188, Brotherod of Railway, Airline and Steamship rks, Freight Handlers, Express and tion Employees on behalf of a unit of aurant personnel employed at Argen- Nfld., by Canadian National Railys, Montreal, Que. (Investigating Ofr: W. J. Gillies).

. National Association of Broadcast ployees and Technicians on behalf of unit of employees of The Alberta vernment Telephones Commission, monton, Alta., employed at Radio tion CKUA (Investigating Officer: M. Gilmour).

5. Chauffeurs, Teamsters and Helpers, cal 395, and General Drivers, Wareusemen and Helpers, Local 979, Interional Brotherhood of Teamsters, auffeurs, Warehousemen and Helpers America on behalf of a unit of drivers d other employees of Sasko Terminals d., Regina, Sask. (Investigating Officer: E. Koppel).

6. Chauffeurs, Teamsters and Helpers, cal 395, and General Drivers, Wareusemen and Helpers, Local 979, Interional Brotherhood of Teamsters, auffeurs, Warehousemen and Helpers America on behalf of a unit of drivers d other employees of Buffalo Express nes Limited, Regina, Sask. (Investigag Officer: A. E. Koppel).

7. Chauffeurs, Teamsters and Helpers, cal 395, and General Drivers, Wareusemen and Helpers, Local 979, Interional Brotherhood of Teamsters, auffeurs, Warehousemen and Helpers America on behalf of a unit of drivers d other employees of Industrial Carrs Ltd., Regina, Sask. (Investigating ficer: A. E. Koppel).

8. Chauffeurs, Teamsters and Helpers, cal 395, and General Drivers, Wareusemen and Helpers, Local 979, Interional Brotherhood of Teamsters, auffeurs, Warehousemen and Helpers America on behalf of a unit of drivers d other employees of Western Expressys Ltd., Regina, Sask. (Investigating ficer: A. E. Koppel).

9. Federal Union 23736, Canadian abour Congress, on behalf of a unit of nployees of Upper Lakes Shipping Ltd., oronto, Ont., employed in its Grain levator Division, Goderich, Ont. (Instigating Officer: H. A. Fisher).

10. Amalgamated Meat Cutters & utcher Workmen of North America, ocal P1145, on behalf of a unit of emoyees of Red Deer Seed Co. Ltd., Red eer, Alta. (Investigating Officer: D. H. ameron) (Replaces Item 2, Applicaons for Certification Withdrawn, below).

11. United Steelworkers of America on behalf of a unit of crew clerks employed by the Quebec North Shore and Labrador Railway Company, Sept-Iles, Que. (Investigating Officer: S. T. Payne).

12. United Steelworkers of America on behalf of a unit of employees of Louis Dreyfus (Canada) Limited, Port Cartier, Que. (Investigating Officer: G. R. Doucet) (Replaces Item 1, Applications for Certification Withdrawn, below).

13. Office and Professional Employees' International Union, Local 265, on behalf of a unit of employees of J. C. Malone & Company (1959) Limited, Trois-Rivières, Que. (Investigating Officer: S. T. Payne).

14. International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Lodge 359, on behalf of a unit of welders employed by Whitehorse Welding, Whitehorse, Y.T. (Investigating Officer: C. M. Gilmour).

Applications for Certification Withdrawn

1. United Steelworkers of America, applicant, and Louis Dreyfus (Canada) Limited, Port Cartier, Que., respondent (L. G., Dec. 1968, p. 710) (See also replacement in Item 12, Applications for Certification Received, above).

2. Amalgamated Meat Cutters & Butcher Workmen of North America, Local P1145, applicant, and Red Deer Seed Co. Ltd., Red Deer, Alta., respondent (L. G., Dec. 1968, p. 710) (See also replacement in Item 10, Applications for Certification Received, above).

3. General Truck Drivers and Helpers Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Fast Freight Service Ltd., North Burnaby, B.C., respondent (See also Item 2, Applications for Certification Received, above).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Conciliation

Before the Minister of Labour

During October, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. British Overseas Airways Corporation, Montreal, Que., and Lodge 2343, International Association of Machinists and Aerospace Workers (Conciliation Officer: G. R. Doucet).

2. Smeed's Moving and Storage Limited, Regina, Sask., and Local 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: A. E. Koppel).

3. Canadian Broadcasting Corporation, and Canadian Union of Public Employees (Conciliation Officer: C. E. Poirier).

4. New Brunswick Broadcasting Company Limited (CHSJ-TV), and National Association of Broadcast Employees and Technicians (Conciliation Officer: D. T. Cochrane).

5. The North Fraser Harbour Commissioners, Vancouver, B.C., and Canadian Merchant Service Guild (Conciliation Officer: D. H. Cameron).

6. National Harbours Board (administrative staff, Port of Quebec), and the Public Service Alliance of Canada (Conciliation Officer: S. T. Payne).

7. Canadian Pacific Air Lines, Limited, Vancouver International Airport (pursuant to Article 11 of the collective agreement concerning rates of compensation, rules, and working conditions that will apply to the Boeing 737 Aircraft, and Canadian Air Line Pilots' Association (Conciliation Officer: D. S. Tysoe).

8. Quebec North Shore and Labrador Railway Company, Sept-Iles, Que., and Lodge 767, International Association of Machinists and Aerospace Workers (employees of the mechanical, clerical and catering departments, and licensed and unlicensed personnel on the M.V. *Inland*) (Conciliation Officer: G. R. Doucet).

9. H. M. Trimble and Sons Limited, Calgary, Alta., and the Professional

Transport Workers' Union of Canada (Conciliation Officer: D. H. Cameron).

10. Canadian Pacific Air Lines Limited, Vancouver International Airport (Printing Department), and Lodge 764, International Association of Machinists and Aerospace Workers (Conciliation Officer: D. S. Tysoe).

11. Anvil Mining Corporation Limited, Whitehorse, Y.T., and Local 1051, United Steelworkers of America (Conciliation Officer: C. M. Gilmour).

12. Rio Algom Mines Limited (Nordic Mine and Quirke Mine), Elliot Lake, Ont., and Local 796, International Union of Operating Engineers (Conciliation Officer: K. Hulse).

13. McKee Moving and Storage Company Ltd., Saskatoon, Sask., and Local 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: A. E. Koppel).

Settlements by Conciliation Officers

1. British Overseas Airways Corporation, and Lodge 2343, International Association of Machinists and Aerospace Workers (Conciliation Officer: G. R. Doucet) (See Item 1 above).

2. Camirand Cartage Limited, Ville St. Pierre, Que., and Local 931, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: G. R. Doucet) (L. G., Dec. 1968, p. 711).

3. Giant Yellowknife Mines Limited, Yellowknife, NWT, and Local 803, United Steelworkers of America (Conciliation Officer: C. M. Gilmour) (L. G., Dec. 1968, p. 711).

4. Detroit and Canada Tunnel Corporation, and Local 195, International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (Conciliation Officer: H. A. Fisher) (L. G., Nov. 1968, p. 650).

5. Eastern Telephone and Telegraph Company, Sydney Mines, N.S., and Local 2096, International Brotherhood of Electrical Workers (Conciliation Officer: D. T. Cochrane) (L. G., Nov. 1968, p. 650).

Conciliation Boards Appointed

1. Air Canada, Montreal, Que., and Canadian Air Line Employees' Association (L. G., Oct. 1968, p. 596).

2. Ogilvie Flour Mills Company Limited, Winnipeg, Man., and Local 520, United Packinghouse, Food and Allied Workers (L. G., Nov. 1968, p. 650).

3. Maple Leaf Mills Limited, St. Boniface, Man., and Local 534, United Packinghouse, Food and Allied Workers (L. G., Dec. 1968, p. 711).

4. Canadian Broadcasting Corporation and the Association of Radio and Television Employees of Canada (L. G., Oct. 1968, p. 596).

5. Canadian Broadcasting Corporation, and Canadian Wire Service Guild Local 213, American Newspaper Guild (L. G., Nov. 1968, p. 650).

Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in September to deal with a dispute between Empire Freightways Ltd, Winnipeg, and Local 395 and 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L. G., Dec. 1968, p. 711) was fully constituted in October with the appointment of R. A. Gallagher, Q.C., Winnipeg, as chairman. Mr. Gallagher was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee R. H. McKercher, Q.C., Saskatoon, and union nominee Arthur Coulter, Winnipeg.

2. The Board of Conciliation and Investigation established in October to deal with a dispute between Air Canada, Montreal, and the Canadian Air Line Employees' Association (see above) was fully constituted in October with the appointment of His Honour Judge René Lippé, Montreal, as chairman. Judge Lippé was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee H. McD. Sparks, Montreal, and union nominee Douglas M. Fisher, Stittsville, Ont.

Conciliation Boards not Appointed

Bolduc Explosives Transport Limited, North Bay, Ont., and Locals 938 and 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: H. A. Fisher) (L. G., Nov. 1968, p. 650).

Strike Action

Bolduc Explosives Transport Limited, North Bay, Ont., and Locals 938 and 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (strike commenced October 27; Minister decided against appointing a Conciliation Board on October 3) (See above).

Strike Terminated

Robin Hood Flour Mills, Port Colborne, Ont., and United Packinghouse, Food and Allied Workers (plant employees and office group) (strike terminated October 15). Conciliation Officer T. B. McRae held several mediation sessions and kept in touch with the parties throughout the duration of the strike (L. G., July 1968, p. 413).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Conciliation and Arbitration Branch. The Employee Representation Branch acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the Board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations, and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning: the certification of bargaining agents; the writing of provisions — for incorporation into collective agreements — that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: 1. Certification and Other Proceedings Before the Canada Labour Relations Board; and 2. Conciliation and Other Proceedings Before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of the officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; officers resident in Toronto confine their activities to Ontario; officers in Montreal are assigned to the province of Quebec; and officers resident in Fredericton, Halifax and St. John's represent the Department in the Atlantic Provinces. The headquarters of the Conciliation and Arbitration Branch and the Employee Representation Branch are in Ottawa.

More Light and Less Heat

industry facing dramatic changes reinforces the bar-ning process. "Round Table" conferences bring to-her the Printing Industries of America (PIA) and the hographers and Photoengravers International Union PIU). LPIU's President Ken Brown tells how the "round le" works.

Photo by Standard Studios, New York

Kenneth J. Brown

Many employers and unions have found , although the collective bargaining cess is valuable and should be pre-ed, it does require some supplemental supporting assistance. In the graphic industry, there has been developed a hod to supplement the collective gaining process. The method amounts consultation sessions between top union management officials. Begun in 4, the semiannual "summit" meetings ng together leaders of the Printing ustries of America-Union employers tion (PIA), and leaders of the Litho-phers and Photoengravers Interna-nal Union (LPIU).

The group decided first that the union ntract written between an employer and employees as a result of collective gaining represents only a reduction to ting of some small part of the complex ationship and understanding that uld exist between the two. Basic to t relationship in a free enterprise is the derstanding that an industry must be osperous if employees in that industry going to have good contracts, and that ployees, individually and through their ions, can make a contribution to that osperity.

Traditionally, in the graphic arts as in other crafts, the gains made by unions their members depended on the uscle exercised by the union at the col-tive bargaining table. Away from the at of contract negotiations, there was le union-employer contact — not much ore than limited, frequently hostile con-ct that was failing to serve the industry effectively today as it had in the past.

Any examination of the graphic arts dustry reveals that dramatic changes e taking place in processes, methods, achines, papers, inks, company struc-re and consolidation of huge productive terprises. Muscle alone will not solve e problems created by the impact of ese changes on union membership. mething more is required — particu-rly in an industry which, despite some rge corporate units, is generally an extremely fragmented industry, with thousands of employers and shops.

Contracts are not with an industry, but with these thousands of employers and companies within the industry, each of which represents a small part of the industry, and each of which has special problems.

Is the bargaining table the only place, or even the best place where labour and management can educate themselves concerning the problems and opportunities raised by technological advance? And is the bargaining table the best place to seek an accommodation with the industry as a whole concerning these problems? Is is possible, for example, in a bargaining session with three employers who are members of an employer association in Sore Knee, Idaho, to really come to grips with issues that affect not only Sore Knee but San Francisco, Chicago and Philadelphia as well? These were some of the questions asked at the summit meetings — and out of them came the conclusion that something more than collective bargaining table contact was necessary. More light and less heat was required.

Following the merger of the Amalgamated Lithographers of America and the International Photoengravers Union of North America, and the coming into being of the LPIU on September 7, 1964, the officers and the International Council of the merged organization believed strongly that the union-employer relationship on a national level, which had been established by each union separately, should not only be continued, but should, if possible, be broadened. Many of the same considerations that led to the merger pointed to the wisdom of non-bargaining meetings with employers, and consideration of opportunities and problems with employers on a non-bargaining unit basis.

The union had frequently been criticized by employers for lack of understanding of the problems of a particular employer or of the industry, and it had always countered by saying that the employers were at least in part to blame, because they made no effort to call the problems of the industry to the attention of the union except when a collective bargaining contract was being negotiated. At such times, when the concern of the parties is with wages, hours and working conditions, everybody is engaged in arguing his position without necessarily listening to the other side. It is often said that such sessions do not educate the parties with respect to the broader issues, and that what was needed for that purpose was an opportunity to discuss common objectives away from the bargaining table.

More often than not, technological change affects the skill requirements of the people working in the industry. Because the industry is so fragmented, and the opportunity for adjusting the skills of the craftsmen plant by plant is fairly limited, training facilities have been developed in 150 cities in the United States and Canada. Implementation of the program is financed by the employers, and in order to get their assistance, the union discussed the impact of technological change on the industry before bargaining for the money to finance the program. The union had to explain to the employers the need for supplementing the training of the craftsmen so that management would realize the program would be of benefit both for the people in the shop and the industry as a whole.

Labour-Management
Consultation Branch

This article has been condensed from the October issue of *Teamwork in Industry*, an industrial relations news bulletin published monthly by the Labour-Management Consultation Branch.

Legislative Recommendations For U.S. Working Women

A United States Task Force of eight specialists was directed by the Citizens' Advisory Council on the Status of Women early in 1967 to study and make recommendations to the Council.* The group was asked "to consider the relationship of protective labor legislation to Title VII of the Civil Rights Act (1964) (L. G. 1965, p. 1071) and to review the effectiveness and role of protective legislation in today's economy."

With the support and advice of professional staff members made available by the U.S. Department of Labor, the group studied the Report of the Committee on Protective Legislation.† This was followed by an analysis of the conflict between the achievement of equal opportunity and the operation of protective labour laws, and the attempts made by various state legislatures to resolve the conflict.

Although group members were not unanimous in their thinking, they developed a set of recommendations designed to achieve equal opportunity and equal pay for women workers without sacrificing protection where needed. Individual dissenting statements by members of the group are detailed in the report.

What follows is a brief résumé of the recommendations:

Fair Labor Standards Coverage

Every effort should be made to continue to improve and extend the Fair Labor Standards Act and the federal minimum wage program to cover *all* non-supervisory employees in the United States who are under federal jurisdiction.

Minimum Wages

The federal minimum rate should be revised periodically to keep pace with the minimum needs of employees in a changing economy, and a minimum wage program should assure a uniform minimum hourly rate without distinction by industry or occupation.

Minimum wage legislation applicable to both men and women should be enacted by the 14 states presently without it, and efforts should be made to extend coverage to federal and state non-supervisory workers. Rates comparable to the federal rate should be adopted with special attention to the needs of agricultural and private household workers.

Premium Pay

The Fair Labor Standards Act should be amended to require premium pay at the rate of one and one half times the regular rate after 8 hours a day and 40 hours a week.

Employees under the minimum wage provision of the Fair Labor Standards Act, but exempt from the overtime requirement, notably hotel, motel and restaurant workers, should be brought under such coverage, and the states should enact legislation to ensure remuneration at least at the rate of time and one half the regular rate for hours worked in excess of 8 hours a day and 40 hours a week.

Equal Pay

Employers, employees and unions should work to ensure that the provisions of the U.S. Equal Pay Act (L. G., 1963, p. 792) are honoured and to eliminate evasive practices such as weight-lifting requirements to justify higher rates for men. The states should adopt equa pay laws where they do not now exist.

State maximum hours laws should b amended to permit overtime beyond th maximum if the work is compensated a least in accordance with the premium pa provisions of the Fair Labor Standard Act and voluntarily agreed to by th employee. The employers and employee should continue their efforts to reac agreement on voluntary overtime t satisfy the needs of employers and em ployees.

Night Work

Current restrictions and prohibition on night work for adult workers shoul be removed, but steps should be taken t ensure adequate police protection, trans portation and meal facilities for worker of both sexes.

Existing laws that prohibit the employ ment of adult women in certain occupa tions should be repealed.

Maternity Leave

The states should enact legislation ap plicable to both public and private em ployment assuring wage earners reason able maternity leave without loss of em ployment and accumulated seniorit rights. "Reasonable maternity leave" i interpreted to be "as great as that pro vided by employers for other types o temporary disability."

The states should review existing law regarding lunch periods, rest periods an physical facilities, and should, if they fin them useful, incorporate them by regu lation into safety and health program applicable to both men and women.

Laws placing absolute limits on weight lifting should be repealed, and such possible hazards dealt with through com prehensive safety and health regulation applicable to both men and women.

Title VII of the Civil Rights Act o 1964 should be amended to give th Equal Employment Opportunity Com mission authority to issue and enforce through the courts if necessary, affirma tive orders and cease-and-desist orders Non-federal jurisdictions not providin adequate enforcement authority shoul amend their laws accordingly.

State laws enacted in the future to pro hibit discrimination in employment shoul include sex, and state laws that do no include sex should be amended.

Interested federal agencies should spon sor a conference of federal and stat authorities responsible for the enforce ment of fair employment practices, equa pay, and labour standards legislation wit a view toward encouraging effective co operation and developing a body o knowledge based on experience in thi area.

Women's Bureau

**Report of the Task Force on Labor Standards*, U.S. Government Printing Office, Washington 25, D.C. 1968 O 314-422.

†*Report of the Committee on Protective Labour Legislation to the President's Commission on the Status of Women*, October 1963, U.S. Government Printing Office, Washington 25, D.C. 1963 O 705-125.

ensions and Compulsory Retirement estrict Older Workers

Compulsory retirement schemes, pen-n plans and the setting of a maximum ing age are some of the major obstacles older workers who want employment, ording to a report based on a five-year dy of the problem in the United States. e report, *The Vocational Adjustment the Older Disabled Worker* (A selective iew of recent literature), is Volume II the study's findings on older workers. Conducted from January 1962 through cember 1966 by the Federation Em-yment and Guidance Service of New rk City, the study was assisted by a nt from the U.S. Vocational Rehabili-ion Administration. Two other reports m the study are: Vol. I, *Rehabilitating Older Disabled Worker* (Report on the ject experience) and Vol. III, *The cational Rehabilitation of Neighbour-od-Bound Older Disabled Persons* (A gram guide).

This compilation includes information many subjects related to older workers nerally, besides those with disabilities, it includes papers on the reasons for jor obstacles to the continued employ-nt of older persons in industry:

- compulsory retirement schemes that to differentiate between able workers those who can no longer compete in lustry;
- pension plans often result in non-lization of capable older workers; firms h well-established pension systems have igher rate of retirement at age 65 than er firms do;
- establishment of a maximum hiring tends to disqualify competent older sons for certain types of employment, ignoring the fact that chronological age alone is a misleading indicator of vocational capacity;
- the need for people in areas once traditionally favourable to older workers —in agriculture and unskilled labour and as proprietors, managers and officials—is decreasing;
- job shortages, especially in times of economic decline, react against the older worker when employers tend to select younger workers;
- declining health and abilities contribute to the employment difficulties of older workers;
- increased automation tends to displace elderly workers;
- some older workers are unwilling or unable to adapt to the changes required by new industrial and occupational conditions;
- aptitude tests that favour speed, thereby placing older workers at a disadvantage and excluding them from possible job opportunities; and
- negative employer attitudes that restrict job openings for older workers, such attitudes co-existing with expressed employer satisfaction with currently employed older workers.

The report points out that large numbers of older workers are deprived of work opportunities, suffer economic deprivation, and fail to enjoy the psychological benefits that derive from employment. It states that the older individual is often compelled to accept casual, part-time, or low-level employment if, indeed, he can obtain employment at all, and the situation is aggravated when the person has physical disabilities.

The report suggests that, almost without dissent, writers in the field of aging acknowledge that physical, intellectual, and emotional disability render many older persons less capable of performing effectively in a job. Some older workers accept disability and welcome enforced disengagement from work, but others have a profound need for extending their careers. They derive added income, self-esteem, and a degree of social relatedness which keeps them in the mainstream of life.

Declining health is a major factor in fostering both voluntary and involuntary retirement and in promoting displacement. A proportion of older disabled individuals want to work and, although they are in a minority, their needs are compelling and socially significant.

Job redesign is mentioned, in the report, as a means of widening job opportunities (L.G. 1967, p. 693). Through personal interest, sense of obligation, or long-standing policy, some employers do set aside selected jobs for the elderly and some redesign certain jobs to meet the needs of their aging workers. The report suggests that job redesign should be so planned that it serves not only the older worker, but others as well, thus contributing to economic growth; and redesign of jobs should capitalize on the assets of older workers, especially their experience and judgment.

Section on Older Workers
Manpower Utilization Branch
Department of Manpower and Immigration

Future Requirements For Rehabilitation

A look at future requirements for rehabilitation of handicapped and disadvantaged persons in the Atlantic Provinces was taken at a conference held late last summer at Memorial University, St. John's, Nfld. The fifth of its kind in the last 12 years, the conference was sponsored jointly by provincial authorities in the Atlantic region and the federal Department of Manpower and Immigration.

The conference has as its theme, "Beyond the Horizon," and attracted more than 100 specialists in the field of health, welfare, education, manpower and labour. The participants examined and discussed existing resources and looked for ways of extending them.

In his keynote address, Lord Taylor, President and Vice-Chancellor of Memorial University, underlined the achievements of government and private agencies in rehabilitation services, and reviewed recent developments. Handicapped youngsters, he said, must be given adequate vocational preparation to ensure their future capability to enter the competitive labour market.

Lord Taylor stressed the need to develop and support rehabilitation workshops as a means of providing a period of work adaptation and work preparation for the handicapped. He also recommended closer co-operation between agencies concerned with rehabilitation, suggesting that properly co-ordinated efforts could accomplish more for the disadvantaged and result in better utilization of staff and money.

The workshop on the "Rehabilitation of the Mentally Ill," with a panel representing rehabilitation workers in hospitals and in communities, was moderated by Dr. R. Townsend, Director of the Psychiatric Hospital Division, Nova Scotia Hospital Insurance Commission. The session covered all aspects of the treatment and rehabilitation of patients of mental hospitals and services to clients of mental health clinics. The emphasis was placed on the use of "work activities" as part of the therapeutic program and as a means of preparing the patient to return to an active life in the community.

Other workshops covered:

- the role of public welfare in rehabilitation;
- the needs of the mentally retarded;
- education of the disadvantaged;
- business operations of workshops;
- voluntary agencies in rehabilitation; and
- the relationship between government and voluntary agencies and duplicatio of services.

At the close of the conference, the Ho T. A. Hickman, Minister of Health fo Newfoundland, reiterated the need focus attention on the needs of hand capped children. Mr. Hickman added th all levels of society must realize their r sponsibility to provide services to all those who need special treatment an assistance in finding a satisfactory role play in the community.

Chairman of the conference was Re H. MacCuish, Technical Director (Ma power), Atlantic Region, Department Manpower and Immigration, Halifax.

Manpower Utilization Branch
Department of Manpower and Immigration

Federal Government Ends Winter Works Program

The 10-year-old winter works aid program was cancelled in August 1968 in a drive by the federal Government to cut expenditures. Announcing the cancellation, Prime Minister Pierre-Elliot Trudeau said, "The tendency for the program to involve 'make work' activities has always created problems, and it has proved increasingly difficult to control this undesirable feature of the program."

In its program for regional development, the Prime Minister said, the Government is setting out in a more fundamental and long-range way to strengthen Canada's economic base and improve employment opportunities in disadvantaged areas. Expanding manpower programs were helping unemployed people to become qualified for jobs and to find employment, he said. The number of adults trained in the 1964-65 period with federal Government assistance was 160,000. "This year," said Mr. Trudeau, "the comparable figure will be well over 300,000, and about three quarters of this training will be done in the winter months."

The Prime Minister said that substantial allowances are now being provided to unemployed people who are in training, and that additional assistance is availabl to help them move to places whe training is available. "Already it is clea that the economic benefits from th training, both to the individual and t the economy, are very large," he sai "It is the Government's intention t continue emphasizing those programs tha are developmental rather than short-run.

Cancellation of the federal prograr has prompted the Quebec Governmer to undertake a winter works program o its own to give rural municipalities th same advantages as urban ones.

Announcing the program, Quebec Mu nicipal Affairs Minister Robert Lussi said that, for larger municipalities, th Government will pay 50 per cent of th cost of winter works labour. For th smaller rural areas, the Government wi pay all costs that the municipality canno afford, including materials and equip ment, as well as labour. Mr. Lussier sai that Quebec has set aside $10 million fo the program. Urban municipalities wi get $7 million and rural areas $3 millio The program became effective on Novem ber 1, 1968 and will continue until Apr of this year.

Railway Arbitration

Cases 117 to 119

Three separate disputes, concerning ansfer of duties from car checkers to rdmasters, the use of railway police stead of train value guards, and a mes-nger who took bereavement leave, were alt with by the Canadian Railway Office Arbitration at hearings in Montreal on ptember 10, 1968. The arbitrator dis-issed two grievances and allowed one. ummaries of the three cases, Nos. 117, 8 and 119, follow.

CASE NO. 117

Dispute between Canadian National Railways and the Canadian Brotherhood of Railway, Transport and General Workers over transfer of car checkers' duties to yardmasters.

Assignments for car checkers at the oronto yard were abolished at the East nd West Control towers on the 8 a.m. to p.m. shift and yardmasters were made sponsible for correcting cut lists, work ually performed by the checkers. The rotherhood asked that the positions be -established and the instructions re-inded.

The arbitrator said that the position of ar checkers is covered by the collective greement, but he acknowledged that it as within the company's discretion hether or not to employ car checkers at ny time.

He found that it was only in the elec-onic hump yards that such cut lists were sed. The traditional duties of checkers, e said, included the physical checking of ars in the yard, the recording of numbers n the proper forms, labelling of cars, and ie preparation of routine yard reports. n employee engaged full time in this pe of work would be a car checker and ould be subject to the collective agree-ent.

The responsibility of yardmasters includes the correct marshalling of trains, and ensuring that cars scheduled to leave the yard are included in the proper train. The arbitrator concluded that the correction of cut lists is work coming within this area of responsibility.

The company's actions, he said, were based on the determination that it did not require the services of a car checker on that shift. The work of correcting cut lists was assigned to yardmasters as a part of their regular duties, and did not mean that the yardmasters had become car checkers.

The arbitrator concluded that yardmasters correct the lists as an incidental part of their work, and had the amount of work involved been enough to require the full-time services of an employee, then that employee would be a car checker. He concluded that the company did not commit any breach of the collective agreement, and the grievance was dismissed.

CASE NO. 118

Dispute between Canadian National Railways and the Canadian Brotherhood of Railway, Transport and General Workers over the use of company police constables to protect valuable shipments moved in trains.

At the end of September 1967, the railway decided that its police constables would be used to protect shipments when negotiable currency in excess of specified amounts was being handled in trains. The Brotherhood protested this action, and claimed that the protection of valuables while en route was work normally assigned to employees classed as train value guards. The change occurred after a series of train robberies. Before this, train value guards were used wherever shipments over a certain value were made.

There were no regular full-time assignments as train value guards, and these men held full-time assignments as warehousemen. These employees, covered by the collective agreement, were called on to act as train value guards in accordance with the policy then in existence. Under the new policy, no train service employee can handle more than a certain amount without police escort.

The collective agreement does not require that train value guards be used in any particular circumstances, but the union contended that a non-bargaining unit of employees was used to perform work coming within the classifications covered by the bargaining unit. The arbitrator stated that this was a different situation, in that it called for certain qualities and skills that only railway police constables could have. For this reason, their services were used in this situation, he said.

The arbitrator maintained that the duties of the railway police include and go beyond those of the train value guards. He therefore found that there was no violation of the collective agreement, and the grievance was dismissed.

CASE NO. 119

Dispute between Canadian National Railways and the Canadian Brotherhood of Railway, Transport and General Workers over compensation for a train messenger who took bereavement leave for three days.

When his father died, a messenger was given three days leave to arrange and attend the funeral. The two stations between which he worked represented a round trip total of 1,080 miles, but the messenger was compensated on the basis of 20 miles per hour, for eight hours a day, a total of 480 miles for the three days. The Brotherhood claimed that he should have been paid for actual mileage lost.

The arbitrator agreed that the employee was entitled to bereavement leave, but he noted that the majority of employees covered by the collective agreement are paid on an hourly or weekly basis, while the grievor was paid on a mileage basis. Under the collective agreement, hourly or weekly paid workers would receive eight hours pay for each day of bereavement leave, eight hours constituting a regular day's work. The arbitrator said that the grievor's regular earnings had been substantially reduced as a result of his taking the bereavement leave to which he was entitled. This was not the purpose of the provision for bereavement leave, he said.

The arbitrator concluded that train service employees' pay while on bereavement leave should be calculated by reference to the actual mileage they would have worked on the days in question. Accordingly, the grievance was allowed and the grievor entitled to the difference between what he received and payment for 1080 miles.

Decisions of the Umpire Under the Unemployment Insurance Act

CUB 2761

A 66-year-old widow registered for employment as a cafeteria worker, and filed an initial application for benefit. She had been employed in this capacity for two years at $1.30 an hour. She stopped working because "my doctor advised me I should not work full time as I am suffering from hypertension periodically and I am not able to carry on at this cafeteria." She could not accept full-time work, but said, "I can take part-time work any time on doctor's orders." She subsequently found a temporary part-time job.

The employer wrote to the local office regarding the claimant's separation from her employment, saying that the doctor had ordered the claimant to quit full-time work and do only about four hours a day. "I am sorry to say I have no place for part-time help," he said. For her former employer, the claimant worked seven hours daily. Her weekly salary was $45.50. She forwarded to the local office a medical certificate to show that she had been capable of working since her separation. Now she was available for only four hours a day, five days weekly. She wished to work in a cafeteria or bakery.

The local office noted, "Few local plants have cafeterias, and opportunities for the hours required by the claimant are extremely limited. One company uses part-time hostesses, but the claimant's age would exclude her from work with this employer." The insurance officer then notified the claimant that she was disqualified from receiving benefit for six weeks because, "You are unduly restricting yourself to part-time work because of your condition of health, and your prospects for securing the work desired are considered to be extremely limited."

The claimant appealed to the board of referees, saying, "I told you the truth about everything, and I think when a person, especially a lady, has worked all her life and paid into unemployment insurance since it has been in effect, she should be entitled to a little consideration. I am 66 years of age, and as I understand it, most places retire you at 65. So I think I have done very well. I also stated that my medical doctor advised me one year ago that I should just work part-time and I have a letter stating the facts, which you may have if necessary. In the meantime, I have applied for a DVA widow's pension, but so far have not received their decision. But they will be contacting you, I am sure. So, as one has to live, I guess the only thing I can do is disregard doctor's orders and take another full-time job if available, until such time as something else comes through."

The appeal was dismissed. The board of referees found that, in view of the restrictions placed by the claimant on her hours and conditions of work, she had not proved that she was available for full-time work. "The fact that she has subsequently obtained part-time employment is not germane to the question, but indicates that she is now establishing a new pattern of employment." The claimant applied for leave to appeal to the umpire.

Meanwhile, the local office discovered that the claimant had applied to the Canada Manpower Centre for full-time or part-time work. The local office told the claimant that additional information had been received, and that her claim had been allowed following the six-week disqualification period. Her application for leave to appeal to the umpire had been submitted to the chairman of the board of referees for consideration in respect of the six-week period. Leave to appeal to the umpire was granted, because the claimant was a widow and had to rely on her own efforts for livelihood.

In his decision, the umpire found that the decision of the board of referees could be erroneous, having regard to the claimant's circumstances. In the previous decision, the board had held that the claimant was restricted to part-time work and was disqualified from benefit. The umpire suggested that the decision should be read as if there were implicit in it a qualification that such work was not available to the claimant and that her restriction to it took her out of the labour market.

"Although the opportunities for part-time employment for the claimant were limited, I am not satisfied that the evidence justifies a conclusion that they were non-existent or so limited as to warrant disqualification. I think that the claimant should have had a reasonable opportunity to explore the possibilities of the labour market for work suitable for her without disqualification while so doing." The disqualification was therefore removed as premature.

Employment Review For October

Employment decreased by 2,000 to 7,707,000 in October, but was 270,000 more than in the same period a year ago.

The labour force, at 7,995,000, was 24,000 higher than in September, and was 304,000 higher than in October 1967.

Unemployment increased by 26,000 to 288,000, an above-average increase for the time of year. It was 34,000 higher than in October 1967.

Unemployment in October represented 3.6 per cent of the labour force, compared with 3.3 per cent in October 1967 and 2.6 per cent in October 1966.

Employment

Employment, at 7,707,000, decreased by 2,000 between September and October. Between September and October, non-farm employment showed an increase of 26,000 that offset a decline of 28,000 in farm employment. An increase of 34,000 was recorded in trade, and of 27,000 in community, business and personal services. Smaller increases occurred in public administration, finance, insurance and real estate. In manufacturing, employment decreased by 36,000, and in transportation, communication and other utilities by 17,000.

Compared with a year ago, non-farm employment increased by 296,000, or 4.3 per cent. The largest increase was in community, business and personal services, 144,000. Increases were also recorded in trade, 50,000; manufacturing, 38,000; construction, 26,000; and public administration, 22,000. Farm employment declined 26,000 from a year earlier.

Employment was higher than a year ago in all regions except the Atlantic. The largest increase took place in the Prairies, 6.3 per cent, followed by Ontario, 5.2 per cent, British Columbia, 2.2 per cent, and Quebec, 2.1 per cent. During the month, employment in Ontario rose by 27,000 and in the Prairie region by 9,000. Employment declines occurred in Quebec, 23,000, and the Atlantic region, 14,000. In British Columbia, employment was virtually unchanged.

Unemployment

Between September and October, unemployment increased by 26,000 to 288,000, and was 34,000 higher than in October 1967.

Of the 288,000 unemployed in October, 38 per cent had been unemployed for less than one month, 33 per cent for one to three months, and 29 per cent for four months or more.

nsumer, October 1968

The consumer price index (1949=100) e by 0.3 per cent to 156.8 at the begin- g of October from 156.4 at the be- ning of September. It was 4.2 per cent ve the October 1967 level of 150.5.

The food index decreased by 0.4 per t to 152.4 from 153.0 but was 3.1 per t higher than in October 1967. Produce ms—onions, carrots, cabbage and ap- s—declined markedly in price; lettuce l grapefruit increased. Meat items corded mixed movements, and lower ces for bacon and sirloin steak out- ghed higher prices for chicken, lamb l some fresh pork items. The price of ad and milk remained virtually un- nged from the preceding month, but ces of eggs and butter increased.

The housing index advanced by 0.4 per t to 160.3 from 159.6 and was 4.7 per t above the October 1967 level of 153.1. me-ownership expenses were higher ing to an increase in average mortgage erest rates, and to increased prices for w housing and repairs. Rents rose in st major cities, the largest increases curring in Regina, Winnipeg and Ot- wa. Furniture and appliance prices in- eased slightly.

The clothing index increased by 1.2 per t to 138.1 from 136.4. It was 3.3 per t above the October 1967 level of 133.7. ere were substantial increases in the ices of men's suits and dress pants, men's coats and wool dresses, children's ar, and jewellery. Footwear and piece ods declined fractionally as a result of es on some items.

The transportation index declined by per cent to 161.6 from 162.2 and was per cent above its October 1967 level 157.9. Seasonally lower train fares, and anges in rail rate structures, accounted r the decline.

The health and personal care index rose 0.4 per cent to 200.3 from 199.6. In- eased doctors' and dentists' fees, to- ther with higher optical care charges, re mainly responsible for the rise.

The recreation and reading index ad- nced 0.3 per cent to 177.4 from 176.8. creased prices for radios and phono- aph records, and higher admission prices r hockey games and bowling alleys con- buted to much of the rise. The tobacco d alcohol index remained unchanged at 1.1. It was 9.7 per cent higher than the ctober 1967 level of 128.6.

Group indexes a year ago in October re: food 147.8; housing (shelter and usehold operation) 153.1; clothing 133.7; transportation 157.9; health and personal care 193.2; recreation and reading 169.4; tobacco and alcohol 128.6.

City Consumer, Oct. 1968

Between September and October, consumer price indexes declined in seven regional cities and city combinations, advanced in one and remained unchanged in two. The movements ranged from a decrease of 0.6 per cent in Halifax to an increase of 0.1 per cent in Toronto.

With lower prices for most produce items and some beef and pork products, food prices declined in all regional cities. Transportation indexes, reflecting seasonally lower train fares and certain reduced rail fares, decreased in all cities and city combinations. The clothing component registered increases in all regional cities. Indexes for housing and for recreation and reading advanced in nine cities and declined in one. Health and personal care indexes rose in six cities, declined in two, and remained unchanged in two. Tobacco and alcohol components registered no movement in all regional cities.

Regional consumer price index point changes between September 1968 and October 1968 were as follows: Halifax −0.9 to 147.4; Winnipeg−0.8 to 151.9; Saskatoon-Regina−0.8 to 146.3; St. John's−0.6 to 136.5*; Saint John−0.6 to 150.7; Vancouver−0.3 to 149.8; Edmonton-Calgary−0.2 to 147.7; Montreal unchanged at 153.3; Ottawa unchanged at 155.1; Toronto + 0.1 to 157.9.

Wholesale, October 1968

The general wholesale index (1935-39=100) moved up slightly to 271.1 in October from the September index of 271.0, and was 2.2 per cent higher than the October 1967 index of 265.3. Increases were recorded for four of the eight major group indexes, three declined, and the remaining one, textile products, was unchanged.

The wood products group index rose 1.2 per cent to 374.4 from 370.0 on price increases for pine lumber and fir. An advance of 0.3 per cent to 277.6 from 276.9 in the iron products group index reflected higher prices for hardware.

Increases of 0.3 per cent occurred in two major group indexes, vegetable products, 229.4 from 229.0, and non-metallic minerals products, 206.9 from 206.4.

The non-ferrous metals products group index declined 1.0 per cent to 243.2 from 245.6 in response to lower silver prices. The animal products group index moved down 0.9 per cent to 301.6 from 304.2 on lower prices for livestock, and fresh and cured meats. A decrease of 0.8 per cent to 212.8 from 214.6 in the chemical products group index was attributable to lower prices for soaps and detergents.

*On the base June 1951=100.

Farm Products Prices

The index of Canadian farm products at terminal markets (1935-39=100) declined 1.1 per cent to 260.1 from 262.9 in the three-week period September 27 to October 18. The animal products index declined 1.3 per cent to 339.0 from 343.4 and the field products index declined 0.6 per cent to 181.3 from 182.4.

U.S. Consumer, Sept. 1968

The United States consumer price index (1957-59=100) rose 0.2 per cent from August to September. The index in September was 122.2.

The increase was caused largely by higher prices for clothing and medical care. There were declines in food prices and in new automobiles prices, but in both cases the decline was less than the usual seasonal drop in these categories.

British Retail, August 1968

The British index of retail prices (January 16, 1962=100) was 125.7 at August 20, compared with 125.5 at July 16, and 118.9 at August 22, 1967.

The index for foods, the prices of which are affected by seasonal variations, declined by about 4 per cent to 117.9 compared with 122.5 in July. Reductions in the prices of most fresh vegetables and fruit were partly offset by increases in the prices of eggs, candies and chocolates. The index for the food group as a whole advanced by 0.5 per cent to 123.2 compared with 123.8 in July.

As a result of increases in the prices of cigarettes and tobacco, the index for the tobacco group rose by nearly 2 per cent to 127.8 compared with 125.4 in July.

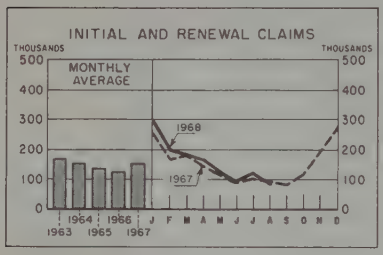
The index for the fuel and light group as a whole increased by about 0.5 per cent to 132.6 compared with 132.0 in July, mainly as a result of rises in the average levels of prices of household coal and coke.

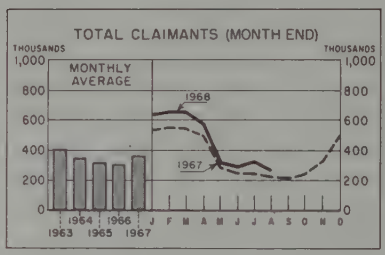
In the transport and vehicles group, there were increases in road and rail passenger fares in some areas, and a decrease in the average level of prices for second-hand cars. The index for this group as a whole advanced to 120.6 from 120.3.

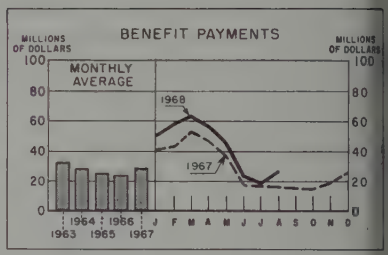
The index for the services group as a whole rose by nearly 0.5 per cent to 132.2 compared with 131.8 in July, as a result of increases in the average level of charges for a number of services, such as admission to football matches and shoe and watch repairing.

There was an advance of 0.5 per cent in the average level of prices of meals bought and consumed outside the home, the index rising to 128.6 from 127.9.

Unemployment Insurance Report — August







Unemployment Insurance and Manpower Section
Dominion Bureau of Statistics

Claimants for unemployment insurance benefit numbered 270,000 on August 30, 1968. This represents a decrease of 51,000 from the July 31 total of 321,000, but it is almost 43,000 more than the 227,000 recorded on August 31, 1967. The proportion of male claimants was constant at 60 per cent for the three periods under review.

Seventy per cent of the monthly decline occurred among men, whereas the yearly increase was shared almost equally among males and females.

The current claimant count includes some 99,000 persons who came on claim during August. At the end of July, when the claimant group normally reflects layoffs associated with annual holiday and plant shut-downs, this total was 140,000.

A total of 89,000 initial and renewal claims were filed in local offices across Canada during August, substantially lower than the 124,000 in July. The August 1967 total was 93,000. Almost 90 per cent of the cases were from persons separating from employment during the month.

The average weekly number of beneficiaries was estimated at 195,000 for August, 148,000 for July and 138,000 for August 1967. Benefit payments totalled $26.2 million in August compared with $18.9 million in July and $16.8 million in August 1967. Because of the delay caused by the postal strike, some of the payments made in July are included in the August total. The average weekly payments for these three dates were $25.81, $25.51 and $24.38.

All provinces reported decreases in the monthly claimant count. The bulk of the decrease since the end of July, more than 80 per cent, occurred in Quebec and Ontario.

In comparison with the situation a year ago, there were increases in all provinces. Proportionately large increases ranging from 40 to 67 per cent were shown in Prince Edward Island and the Prairie Provinces. Quebec and Ontario, with increases of 23 and 10 per cent, accounted for 60 per cent of the total increase.

The volume of claims filed in August was lower than in July in all provinces except Newfoundland. Quebec and Ontario accounted for more than 90 per cent of the decrease; elsewhere the numbers involved were small.

Compared with figures of a year ago, large declines in the number of claims filed in Ontario, British Columbia and Nova Scotia were offset by increases elsewhere.

A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."

Summary Table

Activity	*August 1968*	*July 1968*	*August 1967*	*Cumulative data 1968: January to August*	*Cumulative data 1968: 12 months ending August*
		(in thousands)			
Insured population as at monthend	—	5,434	4,832	—	—
Initial and renewal claims filed					
Total	89	124	93	1,272†	1,934
Initial	62	85	64	949†	1,430
Renewal	27	39	29	324†	504
Claimants currently reporting to local offices	270	321	227	466*	418*
Beneficiaries (weekly average)	195	148	138	372*	309*
Weeks compensated	1,015	739	691	13,111	16,177
Benefit paid	$26,202	$18,858	$16,849	$345,102	$422,834
Average weekly benefit	$ 25.81	$ 25.51	$ 24.38	$ 26.32	$ 26.14

*Monthly average.
†Discrepancy between total and subtotals is due to rounding.

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nual Reports

. ECONOMIC COUNCIL OF CANADA. *Fifth Annual iew: the Challenge of Growth and Change*. September 1968. awa, Queen's Printer, 1968. Pp. 215.
Contents: Introduction. An international perspective on nomic growth. Science, technology and the economy. The nging structure of the economy. Productivity in agriculture. e problem of poverty. Regional aspects of federal economic icies. Performance in relation to goals.
CONSEIL ECONOMIQUE DU CANADA. *Cinquième osé annuel: défi posé par la croissance et le changement*. otembre 1968. Pp. 235.
Contenu: Introduction. La croissance économique dans une rspective internationale. La science, la technologie et l'éco-mie. Les changements dans la structure de l'économie. La oductivité dans l'agriculture. Le problème de la pauvreté. idences regionales des politiques économiques fédérales. La u de l'économie en fonction des objectifs.

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"Research conducted under a grant made to the School Business Administration from the Associates of the Schoo

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Current Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
		(in thousands)		
TAL CIVILIAN LABOUR FORCE*	October 19	7,995	+ 0.3	+ 4.0
Employed	October 19	7,707	0.0	+ 3.6
Agriculture	October 19	577	− 4.6	− 4.3
Non-agriculture	October 19	7,130	+ 0.4	+ 4.3
Paid workers	October 19	6,639	+ 0.1	+ 5.1
At work 35 hours or more	October 19	3,911	−38.2	− 0.5
At work less than 35 hours	October 19	3,511	+226.0	+ 9.6
Employed but not at work	October 19	285	− 6.6	− 6.3
Unemployed	October 19	288	+ 9.9	+13.4
Atlantic	October 19	34	+21.4	+25.9
Quebec	October 19	113	+14.1	+17.7
Ontario	October 19	75	+ 2.7	+ 4.2
Prairie	October 19	24	− 7.7	+26.3
Pacific	October 19	42	+16.7	+ 5.0
Without work and seeking work	October 19	275	+10.4	+18.5
On temporary layoff up to 30 days	October 19	13	0.0	−40.9
DUSTRIAL EMPLOYMENT (1961 = 100)	July	123.6	− 0.8	− 1.8
Manufacturing employment (1961 = 100)	July	121.6	− 1.4	− 2.2
MIGRATION	1st 9 months	136,376	—	−21.9
Destined to the labour force	1st 9 months	70,616	—	−25.7
RIKES AND LOCKOUTS				
Strikes and lockouts	October	91	−26.6	+30.0
No. of workers involved	October	20,047	−33.3	−18.9
Duration in man days	October	313,990	− 9.3	− 3.9
RNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)	July	$109.83	− 0.1	+ 6.3
Average hourly earnings (mfg.)	July	$ 2.56	− 0.4	+ 6.7
Average hours worked per week (mfg.)	July	40.0	− 1.0	− 0.5
Average weekly wages (mfg.)	July	$102.26	− 1.7	+ 6.0
Consumer price index (1949 = 100)	October	156.8	+ 0.3	+ 4.2
Index numbers of weekly wages in 1961 dollars (1961 = 100)	July	113.8	− 1.9	+ 2.6
Total labour income (thousands of dollars)	August	3,017	+ 1.0	+ 8.2
DUSTRIAL PRODUCTION				
Total (average 1961 = 100)	August	152.8	+ 3.0	+ 2.8
Manufacturing	August	153.4	+ 3.9	+ 2.5
Durables	August	162.9	+ 1.1	+ 2.5
Non-durables	August	145.7	+ 6.7	+ 2.7
W RESIDENTIAL CONSTRUCTION†				
Starts	September	11,602	−19.8	−13.9
Completions	September	11,934	− 4.0	+11.7
Under construction	September	96,871	− 0.4	+14.7

*Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of tatistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes

†Centres of 10,000 population or more.

Tables

A-1 to A-3—Labour Force

B-1—Labour Income

C-1 to C-7—Employment, Hours and Earnings

E-1 to E-4—Unemployment Insurance

F-1 and F-2—Prices

G-1 to G-4—Strikes and Lockouts

A—Labour Force

TABLE A-1—Regional Distribution, Week Ended October 19, 1968

	Canada	*Atlantic*	*Quebec*	*Ontario*	*Prairies*	*British Columbia*
			(in thousands)			
THE LABOUR FORCE	7,995	650	2,241	2,961	1,344	799
Men	5,443	450	1,560	1,975	917	541
Women	2,552	200	681	986	427	258
14-19 years	778	72	220	259	147	80
20-24 years	1,169	120	378	378	192	101
25-44 years	3,426	244	982	1,313	535	352
45-64 years	2,396	196	604	922	425	249
65 years and over	226	18	57	89	45	17
EMPLOYED	7,707	616	2,128	2,886	1,320	757
Men	5,238	421	1,475	1,927	901	514
Women	2,469	195	653	959	419	243
Agriculture	577	30	129	157	239	22
Non-agriculture	7,130	586	1,999	2,729	1,081	735
Paid workers	6,639	539	1,849	2,559	1,013	679
Men	4,384	362	1,256	1,674	640	452
Women	2,255	177	593	885	373	227
UNEMPLOYED	288	34	113	75	24	42
Men	205	29	85	48	16	27
Women	83	*	28	27	*	15
PERSONS NOT IN LABOUR FORCE	6,383	692	1,893	2,165	994	639
Men	1,684	215	480	554	262	173
Women	4,699	477	1,413	1,611	732	466

*Less than 10,000. SOURCE: Labour Force Survey, DBS.

BLE A-2—Age, Sex and Marital Status, Week Ended October 19, 1968

	Total	14-19 Years All Persons	20-64 years Men Married	20-64 years Men Other	20-64 years Women Married	20-64 years Women Other	65 Years and Over All Persons
			(in thousands)				
PULATION 14 YEARS OF AGE AND OVER*	14,378	2,383	4,098	1,115	4,183	1,086	1,513
BOUR FORCE	7,995	778	3,942	898	1,389	762	226
Employed	7,707	707	3,844	838	1,360	739	219
Unemployed	288	71	98	60	29	23	**
T IN LABOUR FORCE	6,383	1,605	156	217	2,794	324	1,287
RTICIPATION RATE†							
1968—October 19	55.6	32.6	96.2	80.5	33.2	70.2	14.9
September 21	55.6	32.1	96.2	81.4	33.1	70.0	15.2
NEMPLOYMENT RATE‡							
1968—October 19	3.6	9.1	2.5	6.7	2.1	3.0	**
September 21	3.3	8.5	2.2	5.8	2.1	2.9	**

*Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.
†The labour force as a percentage of the population 14 years of age and over.
‡The unemployed as a percentage of the labour force.
**Less than 10,000 unemployed.
SOURCE: Labour Force Survey, DBS.

ABLE A-3—Unemployed, Week Ended October 19, 1968

	October 1968	September 1968	October 1967
	(in thousands)		
OTAL UNEMPLOYED	288	262	254
On temporary layoff up to 30 days	13	13	22
Without work and seeking work	275	249	232
Seeking			
Full-time work	256	234	219
Part-time work	19	15	13
Under 1 month	95	83	91
1-3 months	96	91	77
4-6 months	39	38	35
More than 6 months	45	37	29

SOURCE: Labour Force Survey, DBS.

B—Labour Income

TABLE B-1—Estimates of Labour Income, by Industry

Year and Month	Mining	Manufacturing	Transportation, Storage and Communication‡	Forestry	Construction	Public Utilities	Trade	Finance, Services (including Government)	Supplementary Labour Income	Totals**
					Monthly Totals					
					(millions of dollars)					
1966—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
1967—Total	813	8,580	2,815	431	2,546	562	4,527	10,198	1,648	32,385
1967—August	70.0	733.4	245.4	38.8	240.7	49.8	377.9	849.9	144.9	2,785.4
September	68.7	739.8	243.2	43.5	238.1	50.1	385.8	890.3	139.7	2,828.8
October	68.9	732.9	241.6	42.6	234.9	49.9	388.6	886.2	140.5	2,809.7
November	69.4	733.7	240.7	41.3	221.1	50.4	398.3	884.6	134.5	2,792.4
December	69.3	718.9	230.8	30.6	177.6	49.9	404.8	885.3	126.0	2,708.8
1968—January	70.8	722.2	243.3	29.3	181.2	49.9	386.9	888.2	134.9	2,720.2
February	71.3	715.5	236.1	30.9	180.1	50.6	386.7	901.6	142.8	2,729.3
March	72.2	721.2	236.9	28.0	184.9	51.4	391.3	909.2	146.5	2,756.9
April	70.5	744.7	241.7	25.7	198.9	51.6	398.9	920.2	151.2	2,821.7
May	72.6	757.5	247.9	34.8	218.0	52.8	407.0	940.6	152.2	2,907.3
June*	74.2	766.5	252.6	40.6	228.8	53.2	414.8	963.7	154.2	2,976.5
July*	74.4	754.9	249.1	40.6	240.9	54.0	412.6	962.3	162.3	2,986.4
August†	74.4	776.3	257.7	41.9	244.7	54.2	413.5	965.2	153.8	3,017.2
					Seasonally Adjusted					
1966—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
1967—Total	813	8,581	2,815	431	2,546	562	4,527	10,198	1,648	32,385
1967—August	69.1	725.6	240.4	33.0	209.1	47.9	380.3	865.1	139.7	2,732.2
September	69.3	728.7	235.7	35.9	208.0	49.4	385.8	873.1	141.6	2,750.0
October	68.9	722.2	236.5	36.1	202.9	49.2	384.5	879.1	141.2	2,743.5
November	69.3	727.6	239.1	36.0	209.3	50.3	388.0	883.5	141.9	2,767.3
December	69.5	731.3	236.6	33.0	204.2	50.3	391.2	889.8	140.1	2,768.3
1968—January	70.8	739.2	242.3	33.7	209.1	50.7	394.7	898.3	142.3	2,803.0
February	71.0	727.9	249.9	33.8	211.8	51.7	397.0	907.8	143.1	2,809.5
March	71.7	730.4	247.4	34.9	212.8	52.9	399.6	915.8	143.5	2,831.6
April	73.0	752.7	246.3	34.2	215.3	52.6	403.0	927.9	145.6	2,873.4
May	72.9	756.9	247.4	37.8	217.8	53.6	408.0	942.0	147.5	2,907.6
June*	72.3	754.5	246.8	39.1	215.2	52.6	408.7	949.5	147.6	2,908.7
July*	73.9	755.5	239.7	35.2	214.8	52.7	412.3	953.7	152.8	2,913.6
August†	73.3	763.1	250.5	36.6	213.7	52.3	417.1	959.4	153.9	2,942.5

*Revised †Preliminary.

‡Includes post office wages and salaries. **Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping.

NOTE: Monthly figures may not add to annual totals because of rounding.

SOURCE: *Estimates of Labour Income* (DBS Cat. No. 72-005).

C—Employment, Hours and Earnings

bles C-1, C-2 and C-4 are based on reports from employers ng 20 or more employees in any month of the year; at 1968, employers, in the principal non-agricultural in- ries reported a total employment of 3,643,122. Table C-3 estimates of total employment, by industry divisions, he provinces and Canada, derived from the survey of olishments employing 20 or more persons and from a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting firms.

LE C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	*Industrial Composite‡*			*Manufacturing*		
	Index Numbers (1961 = 100)			*Index Numbers (1961 = 100)*		
	Employment	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*	*Employment*	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*
			$			$
ERAGES						
1963	104.4	106.4	83.27	106.1	106.6	86.90
1964	108.2	110.6	86.51	111.1	110.9	90.42
1965†	114.3	116.3	91.01	117.2	116.2	94.78
1966†	120.7	123.1	96.30	123.5	122.8	100.13
1967†	122.6	131.4	102.79	123.2	130.6	106.53
—July	125.8	132.1	103.35	124.3	130.1	106.12
August	127.0	132.5	103.66	126.7	130.9	106.73
September	125.9	133.9	104.77	125.5	133.0	108.45
October	124.8	134.3	105.10	123.3	134.1	109.32
November	124.3	134.5	105.26	123.2	134.5	109.71
December	120.5	131.1	102.49	119.8	132.1	107.83
—January	118.6	135.6	106.10	119.8	135.3	110.30
February	117.1	137.0	107.17	117.8	136.5	111.31
March	118.0	137.5	107.57	119.4	136.7	111.48
April	119.3	139.3	108.97	120.2	140.2	114.33
May	122.7	139.8	109.39	122.0	140.2	114.35
June*	124.6	140.5	109.92	123.3	140.1	114.22
July†	123.6	140.4	109.83	121.6	138.8	113.21

*Revised. †Preliminary.

‡Includes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; trade; finance, rance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	July 1968	June 1968	July 1967	July 1968	June 1968	July 1967
	(1961 = 100)			$	$	$
REGION AND PROVINCE						
Atlantic Region	122.8	121.5	124.6	89.29	90.00	83.98
Newfoundland	128.1	124.7	132.5	99.53	99.79	89.87
Prince Edward Island	146.1	139.7	146.6	68.82	72.44	68.69
Nova Scotia	117.0	117.3	117.4	86.76	88.24	81.98
New Brunswick	124.1	122.8	126.2	87.58	87.47	83.93
Quebec	119.2	120.0	122.7	107.55	107.36	101.63
Ontario	124.4	126.7	125.9	113.45	113.33	106.51
Prairie Region	125.2	125.1	126.6	105.10	105.39	97.82
Manitoba	117.4	117.4	119.8	101.78	101.33	93.45
Saskatchewan	123.6	125.1	126.1	104.34	105.21	96.92
Alberta	132.4	131.7	132.6	107.89	108.53	101.53
British Columbia	132.3	131.3	135.2	121.15	121.94	115.62
CANADA	123.6	124.6	125.8	109.83	109.92	103.35
URBAN AREAS						
St. John's	140.5	137.2	143.0	88.26	88.16	80.47
Halifax	115.4	115.8	113.8	92.01	92.57	85.66
Sydney	101.2	102.0	96.2	88.05	94.63	85.00
Moncton	115.8	120.1	119.7	88.60	87.13	81.90
Saint John	109.0	107.7	111.2	91.54	90.69	85.54
Chicoutimi	110.0	108.5	115.5	127.47	128.75	122.16
Montreal	121.0	122.5	124.6	108.89	108.79	103.20
Quebec	114.7	113.9	119.2	92.28	94.08	87.20
Shawinigan	100.6	100.6	103.4	109.20	109.38	103.01
Sherbrooke	113.8	111.7	118.0	93.25	94.61	86.41
Trois-Rivières	114.2	115.8	116.1	99.17	100.26	94.71
Ottawa-Hull	127.5	129.3	126.0	104.30	102.88	97.11
Belleville	118.6	116.2	119.6	95.53	95.05	89.05
Brampton	241.5	261.4	198.6	110.42	110.29	106.41
Brantford	134.3	116.2	133.3	107.38	100.11	100.95
Fort William-Port Arthur	115.1	123.2	134.6	102.17	106.06	104.56
Guelph	136.3	138.1	137.5	105.43	105.66	96.24
Hamilton	120.6	119.0	121.8	117.33	117.24	111.17
Kingston	125.9	125.8	124.1	109.45	105.91	101.09
Kitchener	141.7	144.0	139.2	102.42	101.38	94.31
London	119.2	119.8	125.4	106.38	104.12	98.30
Niagara Falls	108.3	107.2	120.2	103.21	103.98	98.42
Oshawa	110.2	132.3	119.8	126.32	131.95	119.47
Peterborough	133.0	132.1	134.0	115.53	113.91	110.20
Sarnia	140.2	140.7	131.9	143.69	142.42	137.98
Sault Ste. Marie	122.2	121.2	125.7	125.75	123.35	120.15
Sudbury	115.9	116.4	113.5	133.99	130.71	122.60
St. Catharines	112.5	127.6	140.7	117.21	120.29	112.85
Timmins	77.5	77.6	86.2	99.67	101.81	94.71
Toronto	126.4	128.6	125.7	114.59	113.63	107.36
Welland	105.5	107.9	114.2	128.04	127.94	120.47
Windsor	123.2	150.2	147.9	129.18	129.95	116.10
Winnipeg	117.6	119.0	120.0	94.41	93.98	88.04
Regina	123.7	124.3	124.6	97.97	97.46	93.79
Saskatoon	150.5	149.7	147.2	99.98	100.32	92.23
Calgary	138.4	140.3	138.5	108.31	108.48	103.07
Edmonton	139.2	139.0	135.3	103.15	103.68	96.69
Vancouver	131.2	130.6	131.4	116.60	116.81	110.28
Victoria	122.9	124.7	128.7	104.15	105.16	99.54

*Latest figures subject to revision. SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

LE C-3—Estimates of Employees by Industry, Provinces and Canada

	Forestry	Mines, Quarries and Oil Wells	Manufacturing: Non-Durables	Manufacturing: Durables	Construction	Transportation, Communication and Other Utilities	Trade	Finance, Insurance and Real Estate	Community, Business and Personal Services: Non commercial Sector†	Community, Business and Personal Services: Commercial Sector‡	Public Administration**	Total Specified Industries
						(in thousands)						
ADA												
July 1968*	80.0	124.4	868.1	766.8	404.9	632.8	984.1	282.9	833.5	649.3	289.6	5,916.3
June 1968*	76.9	123.8	862.7	789.8	397.4	649.8	983.6	280.9	852.4	631.5	281.7	5,930.5
July 1967	82.9	124.1	849.7	791.4	406.3	680.1	939.6	264.3	745.8	624.1	285.8	5,794.1
FOUNDLAND												
July 1968*	3.0	5.9	11.4	2.2	9.8	14.4	16.7	1.9	16.8	8.7	8.5	99.3
June 1968*	2.2	5.8	11.5	2.2	9.2	14.6	16.2	1.9	16.5	8.1	8.4	96.6
July 1967	3.4	5.8	11.7	2.4	10.9	16.3	16.6	1.8	14.9	6.8	6.8	97.3
CE EDWARD ISLAND												
July 1968*	0.2	—	2.4	0.4	2.5	3.2	4.2	0.6	4.1	2.2	2.2	22.1
June 1968*	0.2	—	2.4	0.5	2.2	3.0	4.0	0.6	4.2	2.1	2.0	21.1
July 1967	0.2	0.1	2.9	0.5	2.2	2.9	3.8	0.6	3.6	2.5	2.1	21.4
A SCOTIA												
July 1968*	2.6	6.7	19.3	15.2	14.7	21.3	32.2	6.5	27.5	15.8	18.6	180.5
June 1968*	2.5	7.1	19.1	15.3	14.7	22.4	32.0	6.4	28.0	15.4	17.2	180.2
July 1967	2.6	7.2	18.6	15.5	15.0	22.3	28.7	6.3	25.1	14.8	17.7	173.7
BRUNSWICK												
July 1968*	10.1	2.7	19.6	12.3	9.6	20.5	24.7	4.5	23.2	11.2	10.3	148.6
June 1968*	9.6	2.7	19.1	12.0	9.5	20.8	24.9	4.4	23.7	10.2	7.0	144.0
July 1967	9.8	3.0	19.3	10.4	11.8	23.9	23.1	4.2	20.5	11.7	9.0	146.6
BEC												
July 1968*	27.4	26.4	322.7	195.2	93.5	173.5	242.3	79.3	244.2	166.1	56.4	1,627.1
June 1968*	27.0	26.5	323.8	197.2	88.9	176.6	247.2	79.1	246.9	162.0	55.6	1,631.0
July 1967	29.2	28.0	313.9	194.6	96.6	183.4	240.0	74.8	216.0	170.6	61.6	1,608.6
ARIO												
July 1968*	12.2	37.2	369.4	417.1	157.4	198.5	384.1	122.9	302.9	263.7	125.2	2,390.7
June 1968*	12.7	36.9	367.0	440.1	158.9	208.0	381.3	121.9	309.5	256.2	125.0	2,417.4
July 1967	13.6	36.3	364.6	440.0	150.6	218.0	366.7	115.0	271.0	243.8	119.2	2,338.8
NITOBA												
July 1968*	0.9	6.9	27.9	20.4	18.9	46.5	53.0	13.2	38.0	29.1	14.5	269.2
June 1968*	0.8	6.7	28.2	20.6	18.1	46.2	53.8	13.0	40.2	28.9	14.6	271.2
July 1967	1.1	6.3	27.7	20.4	18.3	49.9	51.5	12.2	35.0	29.6	14.2	266.2
KATCHEWAN												
July 1968*	0.5	5.2	10.6	6.1	18.3	26.6	40.3	8.2	36.7	20.7	12.4	185.7
June 1968*	0.5	5.3	10.2	5.9	17.6	28.0	40.3	8.2	38.4	20.5	11.6	186.3
July 1967	0.2	5.4	10.3	6.0	18.3	28.8	37.8	8.5	34.5	18.7	14.0	182.5
BERTA												
July 1968*	2.0	20.0	28.2	24.2	41.0	49.8	80.5	17.9	67.0	55.0	22.5	408.0
June 1968*	1.6	19.7	27.4	23.2	39.7	51.1	80.8	17.9	69.5	54.5	21.4	406.9
July 1967	3.6	19.5	26.7	26.2	40.9	52.7	75.4	16.1	59.4	50.9	22.0	393.4
TISH COLUMBIA												
July 1968*	21.1	10.7	56.6	73.5	38.5	76.6	105.4	27.8	71.6	75.1	16.9	573.6
June 1968*	19.9	10.6	53.9	72.9	37.9	77.6	102.6	27.6	74.0	72.7	16.7	566.4
July 1967	19.1	10.4	54.0	75.5	41.2	80.2	95.6	24.9	64.5	73.7	17.1	556.2

*Preliminary. †Refers to employment in hospitals and education and related services. Welfare and religious organizations are excluded at present. ‡Includes health services (except hospitals); motion picture and recreational services; services to business management; personal services ept domestic service) and miscellaneous services.

**Excludes municipal government employees and provincial employees in British Columbia.

NOTE: Estimates may not add to totals due to rounding. Yukon and NWT included in Canada total only.

BASIS: 1960 Standard Industrial Classification.

SOURCE: *Estimates of Employees by Province and Industry* (DBS Cat. No. 72-008).

TABLE C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries*		
	July 1968	June 1968	July 1967	July 1968	June 1968	July 1967
	(1961 = 100)			$	$	$
MINING, INCLUDING MILLING	114.0	113.4	113.6	136.45	137.94	127.25
Metals	107.6	107.3	109.1	138.18	138.90	129.02
Mineral fuels	104.5	105.4	104.9	140.09	143.94	129.13
Non-metals except fuels	127.6	129.0	124.4	124.32	124.91	113.97
Quarries and sand pits	121.2	118.5	129.7	118.14	119.02	111.86
Services incidental to mining	158.3	151.1	143.8	141.73	144.57	135.82
MANUFACTURING	121.6	123.3	124.3	113.21	114.22	106.12
Durable goods	128.1	132.4	133.4	121.74	123.27	113.64
Non-durable goods	116.3	116.0	117.0	105.63	105.88	99.24
Food and beverages	118.7	114.0	120.9	100.61	100.70	93.87
Foods	118.2	114.5	120.5	97.32	97.84	90.57
Beverages	121.4	110.9	123.1	120.80	119.31	113.92
Tobacco processing and products	92.1	93.6	95.1	122.92	125.39	110.91
Rubber products	112.3	114.3	120.6	111.38	111.44	109.42
Leather products	100.5	100.3	97.9	75.44	75.13	69.58
Textile products	114.3	117.0	117.1	94.83	95.20	86.91
Knitting mills	113.1	114.4	109.2	70.37	70.91	66.28
Clothing	108.3	109.7	108.5	70.09	69.24	64.73
Wood products	111.5	110.8	113.4	102.79	103.85	95.28
Furniture and fixtures	124.6	127.5	128.4	93.06	92.46	87.05
Paper and allied industries	120.7	121.5	120.9	131.94	132.52	125.37
Printing, publishing and allied industries	114.5	115.9	113.2	119.11	119.74	113.82
Primary metal industries	127.6	127.1	126.6	136.82	137.68	129.13
Metal fabricating industries	129.6	131.0	132.5	120.03	120.34	111.33
Machinery, except electrical	144.6	133.5	147.3	130.64	127.95	120.69
Transportation equipment	123.0	150.7	146.6	129.48	134.81	121.42
Electrical products	142.2	142.5	142.9	115.73	117.63	107.26
Non-metallic mineral products	119.0	120.2	119.3	123.69	122.15	114.64
Petroleum and coal products	107.8	107.7	107.2	167.75	167.03	156.06
Chemicals and chemical products	119.1	120.2	120.2	128.19	128.95	120.63
Miscellaneous manufacturing industries	135.9	137.8	131.7	98.03	98.47	92.35
CONSTRUCTION	131.7	128.5	133.5	140.23	137.52	133.59
Building	136.2	132.4	133.6	137.39	134.31	128.51
Engineering	124.1	121.8	133.4	145.65	143.57	142.44
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	107.8	110.3	116.5	122.00	122.24	113.82
Transportation	108.8	106.0	114.0	120.34	121.19	113.66
Storage	114.8	113.9	123.3	102.12	107.39	96.47
Communication	97.8	118.3	121.7	119.52	116.08	108.85
TRADE	127.0	128.8	124.5	88.23	87.21	82.51
Wholesale trade	123.2	123.5	123.8	108.10	108.61	100.62
Retail trade	129.1	131.7	124.9	77.71	76.08	72.51
FINANCE, INSURANCE AND REAL ESTATE	132.9	131.8	127.2	106.65	106.10	100.08
Financial institutions	136.0	134.2	130.0	104.24	103.54	96.18
Insurance and real estate	128.8	128.4	123.3	110.09	109.69	105.60
SERVICE	162.7	160.9	163.1	79.49	79.70	76.31
Recreational services	159.6	155.2	153.6	70.47	69.95	68.17
Business services	175.2	174.1	172.8	123.27	123.47	114.56
Personal services	151.0	149.5	150.2	58.38	58.18	55.84
Miscellaneous services	187.5	185.8	201.2	87.37	88.77	88.92
INDUSTRIAL COMPOSITE	123.6	124.6	125.8	109.83	109.92	103.35

*Latest figures subject to revision.

NOTE: Information for other industries is given in *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

REVISION: April 1968 weekly wages and salaries in Canada (L.G., Oct. 1968, p. 614) have been revised to: Trade 85.62; Retail Trade 74.83; Industrial Composite 108.95.

BLE C-5—Hours and Earnings, Hourly Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	July 1968	June 1968	July 1967	July 1968	June 1968	July 1967	July 1968	June 1968	July 1967
				$	$	$	$	$	$
NING, INCLUDING MILLING	41.0	42.0	40.9	3.07	3.05	2.87	125.98	127.87	117.45
Metals	40.8	41.4	40.8	3.20	3.18	3.01	130.80	131.50	122.69
Mineral fuels	36.9	41.3	36.7	2.68	2.63	2.44	98.87	108.73	89.76
Non-metals, except fuels	42.1	42.4	41.7	2.86	2.85	2.63	120.30	120.88	109.57
Quarries and sand pits	48.3	48.1	49.2	2.38	2.41	2.23	115.08	115.86	109.80
Services incidental to mining	42.3	43.2	41.8	3.26	3.29	3.14	138.04	142.32	131.25
NUFACTURING	40.0	40.4	40.2	2.56	2.57	2.40	102.26	103.98	96.45
Durable goods	40.2	41.0	40.6	2.76	2.77	2.58	111.02	113.65	104.74
Non-durable goods	39.7	39.9	39.9	2.37	2.37	2.22	94.12	94.51	88.44
Food and beverages	40.4	40.2	40.7	2.28	2.27	2.10	92.15	91.42	85.30
Foods	40.3	40.1	40.6	2.21	2.22	2.03	89.08	89.21	82.49
Beverages	41.2	41.3	41.3	2.80	2.68	2.60	115.68	110.67	107.07
Tobacco processing and products	37.4	39.1	37.0	2.98	2.99	2.72	111.64	116.79	100.70
Rubber products	39.7	40.1	41.0	2.49	2.48	2.49	98.79	99.52	102.01
Leather products	39.3	39.2	38.5	1.76	1.75	1.64	68.98	68.67	63.21
Textile products	40.8	41.1	40.7	2.02	2.03	1.86	82.57	83.51	75.95
Miscellaneous textiles	40.3	39.7	39.7	2.10	2.15	1.79	84.73	85.54	71.08
Knitting mills	40.0	40.0	40.0	1.56	1.57	1.46	62.47	62.77	58.46
Clothing	36.6	36.4	36.5	1.73	1.72	1.59	63.32	62.60	58.17
Wood products	39.7	40.5	40.0	2.45	2.44	2.27	97.40	98.91	91.03
Furniture and fixtures	41.4	41.2	41.9	2.06	2.04	1.91	85.03	84.18	80.01
Paper and allied industries	41.2	41.6	41.2	3.01	3.01	2.86	123.81	125.00	117.77
Pulp and Paper mills	41.4	41.9	41.1	3.26	3.25	3.10	134.91	136.13	127.49
Printing, publishing and allied industries	37.9	38.4	38.8	3.05	3.05	2.88	115.50	117.22	111.57
Primary metal industries	40.6	41.1	40.6	3.14	3.13	2.99	127.61	128.59	121.16
Iron and steel mills	39.7	40.6	40.3	3.26	3.26	3.13	129.37	132.46	125.97
Metal fabricating industries	40.7	41.2	41.0	2.76	2.74	2.53	112.55	112.98	103.74
Machinery, except electrical	41.6	41.2	40.7	2.95	2.82	2.72	122.53	116.33	110.85
Transportation equipment	38.5	40.6	40.0	2.96	3.07	2.81	113.68	124.69	112.14
Aircraft and parts	38.1	39.0	41.0	2.92	2.93	2.77	111.28	114.15	113.51
Motor vehicles	38.6	41.2	40.1	3.06	3.17	2.89	118.29	130.76	115.92
Assembling	35.6	41.8	39.7	3.52	3.42	3.12	125.58	142.94	124.14
Parts and accessories	40.5	40.6	40.4	2.91	3.01	2.82	117.93	122.21	113.78
Shipbuilding and repairing	38.1	40.1	38.2	2.97	3.15	2.74	112.98	126.43	104.55
Electrical products	39.2	40.3	39.4	2.51	2.51	2.34	98.47	101.35	92.17
Communications equipment	38.3	39.9	38.3	2.36	2.38	2.27	90.40	95.04	86.91
Non-metallic mineral products	43.4	43.5	43.7	2.71	2.68	2.49	117.42	116.26	108.64
Petroleum and coal products	43.2	43.0	43.2	3.67	3.67	3.38	158.62	157.49	146.14
Chemical and chemical products	40.1	40.8	40.2	2.76	2.76	2.61	110.66	112.59	104.65
Miscellaneous manufacturing industries	39.8	40.3	40.1	2.09	2.09	1.95	82.99	84.14	78.29
NSTRUCTION	42.4	41.2	43.0	3.28	3.28	3.08	139.20	135.02	132.33
Building	39.7	38.6	40.3	3.41	3.40	3.14	135.26	131.41	126.59
General contractors	40.0	39.2	40.3	3.31	3.33	3.00	132.48	130.68	121.05
Special trade contractors	39.4	38.1	40.2	3.49	3.47	3.27	137.63	132.04	131.71
Engineering	47.7	45.9	47.8	3.08	3.09	2.98	146.71	141.80	142.17
Highways, bridges and streets	50.3	48.0	49.6	2.60	2.59	2.44	130.81	124.48	120.82
Other engineering	44.9	43.7	45.8	3.65	3.66	3.62	163.90	160.15	165.47
HER INDUSTRIES									
Urban transit	41.1	41.6	44.8	3.18	3.10	2.90	130.79	129.17	129.93
Highway and bridge maintenance	39.2	39.6	40.5	2.39	2.37	2.19	93.81	93.77	88.60
Laundries, cleaners and pressers	38.0	38.6	38.9	1.51	1.51	1.40	57.62	58.25	54.29
Hotels, restaurants and taverns	34.3	33.8	35.2	1.47	1.48	1.38	50.54	49.82	48.59

Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

TABLE C-6—Hours and Earnings, Hourly Rated Wage Earners in Manufacturing

Year and Month	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100)	
				Current Dollars	1961 Dollars
		$	$		
Average					
1963	40.8	1.95	79.51	106.8	103.7
1964	41.0	2.02	82.96	111.4	106.3
1965†	41.0	2.12	86.89	116.7	108.0
1966†	40.8	2.25	91.95	123.1	110.2
1967†	40.3	2.40	96.84	130.1	112.4
Last Pay Period in					
1967—July	40.2	2.40	96.45	129.6	110.9
August	40.5	2.40	97.43	130.9	112.2
September	40.8	2.43	99.20	133.2	114.4
October	40.8	2.45	99.88	134.2	114.8
November	40.7	2.46	100.18	134.6	114.5
December	38.7	2.50	96.78	130.0	110.1
1968—January	40.0	2.49	99.52	133.7	113.1
February	40.4	2.49	100.53	135.0	113.2
March	40.1	2.51	100.63	135.2	113.2
April	40.7	2.56	104.28	140.1	117.4
May	40.6	2.57	104.42	140.3	117.1
June*	40.4	2.57	103.98	139.7	116.0
July†	40.0	2.56	102.26	137.4	113.8

*Revised. †Preliminary

NOTE: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by th Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, DBS.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

TABLE C-7—Hours and Earnings in Manufacturing, Hourly Rated Wage Earners, by Province

	Average Weekly Hours*			Average Hourly Earnings*		
	July 1968	June 1968	July 1967	July 1968	June 1968	July 1967
				$	$	$
Newfoundland	43.6	45.4	43.1	1.96	1.88	1.89
Nova Scotia	39.8	40.7	40.7	2.04	2.07	1.91
New Brunswick	40.7	40.9	41.4	2.10	2.09	1.94
Ouebec	40.3	40.8	40.7	2.31	2.34	2.16
Qntario	40.1	40.5	40.3	2.68	2.69	2.52
Manitoba	39.8	40.1	39.7	2.33	2.32	2.14
Saskatchewan	39.1	39.8	40.0	2.73	2.71	2.49
Alberta	39.5	40.1	39.9	2.64	2.66	2.46
British Columbia	37.9	38.1	37.4	3.19	3.19	3.00

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid unde insurance plan, incentive bonus but not annual bonus.

NOTE: Information on hours and earnings by cities obtainable from *Man-Hours and Hourly Earnings*, DBS.

Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

iemployment insurance statistics emanate from the ations of the Unemployment Insurance Act, and relate ersons in contact with the Unemployment Insurance mission, either as contributors or claimants. The data ompiled in the Unemployment Insurance and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is *The Statistical Report on the Operation of the Unemployment Insurance Act*, (DBS Cat. No. 73-001). For further information regarding the nature of the data see Technical Note, page 352, June 1968 issue.

LE E-1—Estimates of the Insured Population under the mployment Insurance Act

End of	*Total*	*Employed*	*Claimants*
—July	5,434,000	5,113,000	321,000
June*	5,305,000	5,013,900	291,100
May	4,731,000	4,409,600	321,400
April	4,856,000	4,281,000	575,000
March	4,865,000	4,208,100	656,900
February	4,836,000	4,176,500	659,500
January	4,864,000	4,230,700	633,300
—December	4,811,000	4,309,500	501,500
November	4,783,000	4,446,400	336,600
October	4,734,000	4,491,500	242,500
September	4,750,000	4,539,100	210,900
August	4,832,000	4,604,900	227,100
July	4,803,000	4,556,700	246,300

*Effective June 30, 1968, coverage was increased to include salaried ers earning up to $7,800 a year.

TABLE E-4—Benefit Payments*, by Province, August 1968

Province	*Weeks Paid*	*Amount of Benefit Paid*
Newfoundland	26,273	651,470
Prince Edward Island	4,848	117,128
Nova Scotia	36,672	907,601
New Brunswick	33,604	846,970
Quebec	323,289	8,382,829
Ontario	378,659	9,843,319
Manitoba	39,760	983,258
Saskatchewan	21,287	535,189
Alberta	47,080	1,209,572
British Columbia	103,848	2,724,636
Total, Canada, August 1968	1,015,320	26,201,972
Total, Canada July 1968	739,333	18,858,224
Total, Canada, August 1967	691,198	16,848,719

*Because of the postal strike in July, August 1968 data include some payments that were made in July.

BLE E-3—Initial and Renewal Claims for Benefit, by Province, August 1968

Province	*Claims Filed at Local Offices*			*Disposal of Claims and Claims Pending at the End of the Month*			
	Total	*Initial*	*Renewal*	*Total Disposal of*	*Entitled to Benefit*	*Not Entitled to Benefit*	*Pending*
foundland	2,079	1,386	693	1,672	1,047	625	809
ce Edward Island	286	212	74	323	188	135	91
a Scotia	3,126	2,162	964	2,789	1,697	1,092	1,135
Brunswick	2,571	1,885	686	2,711	1,613	1,098	708
bec	28,390	18,934	9,456	29,114	16,931	12,183	9,780
ario	33,374	24,438	8,936	39,949	20,749	19,200	10,374
itoba	2,403	1,738	665	2,378	1,597	781	497
atchewan	1,595	1,236	359	1,627	1,031	596	460
rta	3,708	2,701	1,007	3,913	2,449	1,464	1,046
ish Columbia	11,445	7,452	3,993	10,941	7,074	3,867	3,280
Total, Canada, August 1968	88,977*	62,144	26,833	95,417†	54,376	41,041	28,180
Total, Canada, July 1968	123,909	84,792	39,117	123,865	72,768	51,097	34,620
Total, Canada, August 1967	92,535	64,025	28,510	100,702	55,694	45,008	28,913

*In addition, revised claims received numbered 29,126.

†In addition, 27,460 revised claims were disposed of. Of these, 2,630 were special requests not granted and 1,110 were appeals by claimants. There e 6,348 revised claims pending at the end of the month.

TABLE E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at August 30, 196

Province and sex	Total Claimants	Number of Weeks on Claim (based on 20 per cent sample)				Total Claimants	
		1-4	5-13	14-26	27 or more*	July 31 1968	August 31 1967
CANADA	269,834	99,057	74,806	58,180	37,791	321,035	227,098
Male	158,357	65,814	41,751	30,955	19,837	194,856	134,875
Female	111,477	33,243	33,055	27,225	17,954	126,179	92,223
NEWFOUNDLAND	6,911	2,555	1,809	1,524	1,023	8,054	5,767
Male	5,066	2,017	1,302	1,069	678	6,114	4,201
Female	1,845	538	507	455	345	1,940	1,566
PRINCE EDWARD ISLAND	1,149	364	364	274	147	1,242	757
Male	733	248	243	153	89	805	416
Female	416	116	121	121	58	437	341
NOVA SCOTIA	10,851	3,531	2,818	2,369	2,133	11,322	9,695
Male	7,328	2,561	1,865	1,484	1,418	7,697	6,678
Female	3,523	970	953	885	715	3,625	3,017
NEW BRUNSWICK	8,325	2,752	2,239	1,993	1,341	9,221	7,145
Male	5,441	1,982	1,390	1,223	846	6,160	4,662
Female	2,884	770	849	770	495	3,061	2,483
QUEBEC	89,173	32,739	25,155	19,741	11,538	103,032	72,284
Male	56,143	22,845	15,648	11,280	6,370	66,791	46,790
Female	33,030	9,894	9,507	8,461	5,168	36,241	25,494
ONTARIO	96,098	36,339	27,018	20,231	12,510	124,023	87,350
Male	51,306	22,337	13,283	9,859	5,827	70,671	47,791
Female	44,792	14,002	13,735	10,372	6,683	53,352	39,559
MANITOBA	9,562	2,962	2,503	2,141	1,956	10,058	5,719
Male	5,009	1,794	1,320	953	942	5,447	2,635
Female	4,553	1,168	1,183	1,188	1,014	4,611	3,084
SASKATCHEWAN	5,094	1,818	1,257	1,114	905	5,775	3,275
Male	2,659	1,150	599	492	418	3,182	1,266
Female	2,435	668	658	622	487	2,593	2,009
ALBERTA	10,314	4,062	2,607	2,211	1,434	11,635	7,353
Male	5,476	2,502	1,201	1,040	733	6,382	3,137
Female	4,838	1,560	1,406	1,171	701	5,253	4,216
BRITISH COLUMBIA	32,357	11,935	9,036	6,582	4,804	36,673	27,753
Male	19,196	8,378	4,900	3,402	2,516	21,607	17,299
Female	13,161	3,557	4,136	3,180	2,288	15,066	10,454

*The bulk of the cases in this group were on claim from 27-39 weeks.
NOTE: Values less than 50 subject to relatively large sampling variability.

E F-1—Total and Main Components of the Consumer Price Index

	Total	Food	Housing	Clothing	Trans-portation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
				(1949 = 100)				
-Year	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
-Year	135.4	132.4	138.4	119.2	142.0	167.8	151.8	120.2
-Year	138.7	135.9	140.9	121.4	147.3	175.5	154.3	122.3
-Year	143.9	144.5	144.7	126.0	150.8	180.9	158.7	125.1
-Year	149.0	146.4	151.0	132.3	157.2	190.2	166.8	128.3
-September	150.7	148.5	152.6	134.7	158.4	191.4	168.7	128.6
October	150.5	147.8	153.1	133.7	157.9	193.2	169.4	128.6
November	151.0	148.0	153.4	134.5	157.9	193.8	170.5	128.7
December	151.8	148.6	153.8	134.7	159.6	193.8	169.7	133.0
-February	152.7	149.8	155.4	134.0	159.2	194.3	171.8	136.4
March	153.2	148.7	156.0	135.6	160.3	194.3	172.5	138.4
April	154.1	149.8	156.6	136.3	160.8	197.0	172.1	140.9
May	154.2	148.9	157.1	135.8	161.0	197.8	174.2	141.1
June	154.7	149.4	157.6	136.4	161.8	197.9	174.2	141.1
July	155.6	151.9	158.3	136.1	161.9	198.8	174.8	141.1
August	156.0	153.6	158.4	135.7	161.8	199.1	175.2	141.1
September	156.4	153.0	159.6	136.4	162.2	199.6	176.8	141.1
October	156.8	152.4	160.3	138.1	161.6	200.3	177.4	141.1

OTE: 1957 weighted. Calculated by the Prices Division, DBS.

LE F-2—Consumer Price Indexes for Regional Cities of Canada at the Beginning of October 1968

	All Items			Food	Housing	Clothing	Trans-portation	Health and Personal Care	Recrea-tion and Reading	Tobacco and Alcohol
	Oct. 1968	Sept. 1968	Oct. 1967							
						(1949 = 100)				
ohn's, Nfld.*	136.5	137.1	130.8	130.6	125.6	136.2	133.3	194.7	162.6	139.9
ax	147.4	148.3	142.5	144.8	144.7	146.5	145.4	204.5	196.3	139.9
John	150.7	151.3	145.7	149.2	143.0	147.8	160.5	221.1	182.7	139.4
treal	153.3	153.3	148.8	155.8	148.9	128.9	185.4	199.3	182.9	146.5
wa	155.1	155.1	148.6	153.5	150.4	142.8	176.9	210.3	174.4	152.3
nto	157.9	157.7	151.8	149.2	160.3	146.3	160.4	196.0	218.1	149.4
nipeg	151.9	152.7	146.8	149.0	140.4	153.7	152.8	229.8	171.7	154.1
atoon-Regina	146.3	147.1	140.6	148.5	138.5	149.6	147.7	178.1	176.7	140.5
onton-Calgary	147.7	147.9	141.7	145.2	142.0	149.2	149.0	209.3	171.4	132.1
couver	149.8	150.1	144.9	146.4	150.6	141.3	157.9	187.3	169.4	136.0

*St. John's index on the base June 1951 = 100.

NOTE: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers repor on strike or locked out, whether or not they all belonged to union directly involved in the disputes leading to the w stoppages. Workers indirectly affected, such as those laid as a result of a work stoppage, are not included.

TABLE G-1—Strikes and Lockouts, 1963-68

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
				Duration in Man-Days	
		Strikes and Lockouts	Workers Involved	Man-Days	Per cent o Estimate Working T
1963	318	332	83,428	917,410	0.07
1964	327	343	100,535	1,580,550	0.11
1965	478	501	171,870	2,349,870	0.17
1966	582	617	411,459	5,178,170	0.34
1967	498	522	252,123	3,974,634	0.25
*1967—September	31	92	34,282	449,550	0.36
October	21	70	24,725	326,850	0.25
November	18	70	19,148	251,460	0.18
December	11	55	9,436	151,230	0.13
*1968—January	24	56	19,758	207,390	0.16
February	42	76	49,069	590,840	0.46
March	37	85	41,296	682,180	0.53
April	42	86	41,751	324,790	0.25
May	64	116	30,993	410,710	0.30
June	75	152	46,215	544,310	0.42
July	36	137	62,069	867,810	0.59
August	57	146	59,956	635,340	0.43
September	42	124	30,065	346,140	0.27
October	26	91	20,047	313,990	0.22

*Preliminary.

TABLE G-2—Strikes and Lockouts, October 1968, by Industry (Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	1	163	410
Mines	3	477	9,350
Manufacturing	52	11,674	185,300
Construction	11	2,637	35,080
Transportation and utilities	6	1,158	7,160
Trade	10	3,271	69,520
Finance	—	—	—
Service	2	24	550
Public administration	6	643	6,620
ALL INDUSTRIES	91	20,047	313,990

TABLE G-3—Strikes and Lockouts, October 1968, by Jur diction (Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Day
Newfoundland	—	—	—
Prince Edward Island	—	—	—
Nova Scotia	3	646	3,160
New Brunswick	—	—	—
Quebec	17	6,833	117,950
Ontario	49	9,094	142,880
Manitoba	—	—	—
Saskatchewan	2	230	3,250
Alberta	5	1,419	23,950
British Columbia	13	1,645	21,250
Federal	2	180	1,550
ALL JURISDICTIONS	91	20,047	313,990

E G-4—Strikes and Lockouts Involving 100 or More Workers, October 1968 (Preliminary)

ndustry, Employer — Location	Union	Workers Involved	Duration in Man-Days: October	Duration in Man-Days: Accumulated	Starting Date — Termination Date	Major Issues — Results
STRY						
ry Selin Forest oducts, rst and Nassau Lake, ntario.	Carpenters Loc. 2995 (AFL-CIO/CLC)	163	410	410	Oct. 24 Oct. 28	Wages—Return of workers.
S						
ako Mines, er Lake, B.C.	Steelworkers Loc. 959 (AFL-CIO/CLC)	355	7,810	23,790	July 27 —	Wages, hours of work—
UFACTURING						
nd Beverages						
in Hood Flour Mills td.,* t Colborne, Ontario	Packinghouse Workers, Loc. 416 (AFL-CIO/CLC)	166	1,490	19,410	Apr. 27 Oct. 15	Wages, fringe benefits—12% wage increase retroactive to Sept. 1, 1967, 12% eff. Oct. 15, 1968; one additional holiday, 5 weeks vacations after 30 years, other benefits.
id & Frère (1967) imitée, ntreal, Que.	Commerce and Office Employees (CNTU)	600	2,400	15,600	Aug. 29 Oct. 7	Wages and benefits—55¢ an hr. increase over 3-yr. contract.
r						
nsfield Denman General rie, Ont.	Rubber Workers Loc. 536 (AFL-CIO/CLC	330	7,260	9,240	Sept. 23 —	Wages—
cago Rawhide, ntford, Ont.	Auto Workers Loc. 397 (CLC)	116	120	120	Oct. 4 Oct. 8	Refusal by 3 workers to work overtime—Return of workers.
pson Timber Co. Ltd. dson Bay, Sask.	Woodworkers Loc. 1184 (AFL-CIO/CLC)	130	1,950	4,420	Sept. 4 Oct. 23	Wages—Basic rate raised to $2.09 an hr. eff. Sept. 1, 1968, 15¢ an hr. Sept. 1, 1969, 23¢ Sept. 1, 1970; other improved benefits.
ee wood mills, toria & Vancouver, .C.	Carpenters Loc. 2802 (AFL-CIO/CLC)	363	6,870	6,870	Oct. 7 —	Hourly pay scale—
ture and Fixtures						
ncor Central Ltd., Peppler Division), nover, Ont.	Woodworkers Loc. 2-500 (AFL-CIO/CLC)	202	2,220	3,130	Sept. 24 Oct. 17	Wages, fringe benefits—40¢ an hr. increase spread over 2-yrs., fringe benefits, one additional statutory holiday.
nberly Clark of Canada Ltd., Catharines, Ont.	Pulp and Paper Mill Workers Loc. 289 (AFL-CIO/CLC)	211	4,670	19,740	June 23 —	Seniority, management rights—
mtar Pulp & Kraft Paper Ltd., ndsor and East Angus, e.	Pulp and Paper Workers' Federation (CNTU)	1,246	27,410	94,950	July 18 —	Wages—

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, October 1968 (Preliminary) (Continued)

Industry, Employer — Location	*Union*	*Workers Involved*	*Duration in Man-Days*		*Starting Date — Termination Date*	*Major Issues — Results*
			October	*Accumulated*		
MacMillan, Bloedel and Powell River (Sask.) Ltd., Hudson Bay, Sask.	Woodworkers (AFL-CIO/CLC)	100	1,300	3,000	Sept. 6 Oct. 21	Wages—Basic rate raised to $ an hr. effective Sept. 1, 1968, an hr. Sept. 1, 1969, 23¢ Sep 1970; other improved benefi
La Cie Internationale de Papier, Matane, Que.	Papermakers Loc. 414 Pulp and Paper Mill Workers 1060 (AFL-CIO/CLC)	111	1,190	2,700	Sept. 12 Oct. 16	Wages, hours—55¢ an hr. incr other benefits.
Printing and Publishing						
The Star, Telegram & Globe and Mail, Toronto, Ont.	Typographical Union Loc. 91 (AFL-CIO/CLC)	349	7,680	439,030	July 9 1964	Working conditions as affecte computers, job security, u membership of foremen—
Primary Metals						
Crowe Foundry Ltd., Hespeler, Ont.	Moulders Loc. 23 (AFL-CIO/CLC)	110	2,420	16,280	Apr. 2 —	Wages—
Abex Industries of Canada Ltd., Joliette, Que.	Steelworkers Loc. 4077 (AFL-CIO/CLC)	218	3,710	20,940	June 10 Oct. 25	Effective date of new agreeme 73¢ an hr. increase spread 3-yrs., $100 retroactive pay, effective date of contract.
Welmet Industries, Welland, Ont.	Steelworkers Loc. 5955 (AFL-CIO/CLC)	150	2,630	6,980	Aug. 20 Oct. 25	Wages—55¢ per hr. increase 3-yrs., other benefits.
General Smelting Co. of Canada, Burlington, Ont.	Steelworkers Loc. 6979 (AFL-CIO/CLC)	100	2,200	3,900	Sept. 6 —	Wages—
Metal Fabricating						
Central Quebec Steel Ltd., Trois Rivières, Que.	Structural Iron Workers Loc. 816 (AFL-CIO/CLC)	120	2,640	2,640	Oct. 1 —	Length of the agreement, fr benefits—
General Spring Products Limited, Kitchener, Ont.	Auto Workers Loc. 1524 (CLC)	1,350	1,690	1,690	Oct. 16 Oct. 17	Incentive program set by c pany—Return of workers.
Machinery						
De Laval Co. Ltd., Peterborough, Ont.	Machinists Loc. 872 (AFL-CIO/CLC)	237	1,420	14,450	July 13 Oct. 9	Wages, working conditions— Settlement terms not reporte
Canadian Blower and Forge Ltd., Kitchener, Ont.	Steelworkers Loc. 3534 (AFL-CIO/CLC)	255	5,610	10,460	Sept. 4 —	Wages, fringe benefits—
International Harvester, Hamilton, Ont.	Steelworkers Loc. 311 (AFL-CIO/CLC)	341	7,500	9,550	Sept. 20 —	Wages, job evaluation—
Hamilton Gear & Machine Co., Toronto, Ont.	Molders Loc. 28 (AFL-CIO/CLC)	139	3,060	3,890	Sept. 22 —	Wages, fringe benefits—
Transportation Equipment						
Dominion Forge Co., Windsor, Ontario.	Auto Workers Loc. 195 (CLC)	668	14,700	36,080	Aug. 15 —	Wages, working conditions, fri benefits—

BLE G-4—Strikes and Lockouts Involving 100 or More Workers, October 1968 (Preliminary) (Continued)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days* — *October*	*Duration in Man-Days* — *Accumulated*	*Starting Date* — *Termination Date*	*Major Issues* — *Results*
ree automotive parts Manufacturers, indsor, Ontario.	Auto Workers Loc. 195 (CLC)	489	6,820	6,820	Aug. 18 —	Wages, fringe benefits, working conditions—
gersoll Machine and Tool Co., gersoll, Ontario.	Steelworkers Loc. 2918 (AFL-CIO/CLC)	135	2,430	3,240	Sept. 21 Oct. 28	Wages—20¢ an hr. increase Oct. 1, 1968, 13¢ an hr. Aug. 1, 1969; $102 retroactive pay, other improved benefits.
ork Gears Ltd., oronto, Ontario.	Auto Workers Loc. 984 (CLC)	478	10,520	10,520	Oct. 1 —	Wages—
trical Products						
quare "D" Co. of Canada Ltd., oronto, Ontario.	U.E. Loc. 505 (Ind.)	350	7,700	28,700	July 8 —	Wages, fringe benefits—
octor—Silex Ltd., cton, Ont.	I.U.E. Loc. 585 (AFL-CIO/CLC)	103	2,270	7,730	July 17 —	Wages, hours—
-Metallic Mineral Products						
anada Brick Ltd., reetsville, Ontario.	Glass and Ceramic Workers Loc. 225 (AFL-CIO/CLC)	128	1,150	3,840	Aug. 31 Oct. 15	Wages—Return of workers.
uplate Canada Ltd., akville, Oshawa & indsor, Ontario.	Auto Workers Locs. 1256, 222 & 195 (CLC)	1,121	22,800	22,800	Oct. 1 Oct. 31	Wages—Wage increase, other improved benefits.
oleum and Coal Products*						
acific Petroleums Ltd., aylor, B.C.	Oil Workers Loc. 9686 (AFL-CIO/CLC)	109	220	220	Oct. 28 Oct. 30	Work jurisdiction—Return of workers.
cellaneous Manufacturing*						
orth American Plastics Ltd., allaceburg, Ontario.	Auto Workers Loc. 251 (CLC)	295	6,490	34,130	May 17 —	Wages, union security, grievance procedure—
NSTRUCTION						
odern Paving, Lambert de Lévis, Que.	Building and Woodworkers' Federation (CNTU)	110	2,420	9,790	June 26 —	Security of employment—
veral plumbing contractors, arious locations Northwestern Ontario.	Plumbers Loc. 508 (AFL-CIO/CLC)	200	4,400	15,400	July 15 —	Wages, other benefits—
arious construction contractors, dmonton and area, Alta.	Carpenters Loc. 1327 (AFL-CIO/CLC)	1,300	22,100	22,100	Oct. 8 —	Wages—
ummus Construction, oint Tupper, N.S.	Various unions	600	2,400	2,400	Oct. 15 Oct. 21	Overtime work—Union persuaded men to return to work.

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, October 1968 (Preliminary) (Concluded)

Industry, Employer — Location	*Union*	*Workers Involved*	*Duration in Man-Days*		*Starting Date — Termination Date*	*Major Issues — Results*
			October	*Accumulated*		
Electrical Contractors' Association, Vancouver Island, B.C.	I.B.E.W. Loc. 230 (AFL-CIO/CLC)	165	170	170	Oct. 30 Oct. 31	Alleged delay in negotiations— Return of workers.
TRANSPORTATION AND UTILITIES						
Transportation						
Chambly Transport Inc. Montreal and area, Que.	Railway, Transport and General Workers Locs. 511-513 (CLC)	120	2,660	4,200	Sept. 13 —	Wages—
Six bus companies Various locations Quebec.	Public Service Employees Federation (CNTU)	958	3,780	3,780	Oct. 26 —	Wages, hours—
TRADE						
Quebec Liquor Board, Province-wide, Que.	Public Service Employees' Federation (CNTU)	2,980	64,570	267,640	June 25 —	Wages—
Chapples and Metropolitan Stores, Fort William and Port Arthur, Ontario	Retail Clerks Loc. 409 (AFL-CIO/CLC)	117	2,340	2,340	Oct. 3 —	Wages, senority, union security—
PUBLIC ADMINISTRATION						
Local Administration						
City of Vernon, Vernon, B.C.	Public Employees Loc. 626 (CLC)	104	2,290	2,810	Sept. 24 —	Wages, working conditions—
City of Kelowna Kelowna, B.C.	Public Employees Loc. 338 (CLC)	155	930	930	Oct. 24 —	Wages—
City of Kamloops, Kamloops, B.C.	Public Employees Loc. 900 (CLC)	186	190	190	Oct. 31 —	Delay in new contract negotiations—

*Federal jurisdiction.

Canada Department of Labour Publications

(Continued from inside front cover)

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Labour Standards in Canada. Sets out standards in effect under federal and provincial labour laws regarding child labour, minimum wages, equal pay for equal work, hours of work, weekly restday, annual vacations with pay, public holidays, fair employment practices, notice of termination of employment, maternity protection (new section), and workmen's compensation. (English or French). Price 75 cents, Cat. No. L2-7/1966.

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Labour Legislation of the Past Decade. A review of developments in Canadian labour legislation in 1951-1960 period. (English). Price 55 cents, Cat. No. L14-2061.

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